

Great A & P

1958-1959

INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
CHAUFFEURS · WAREHOUSEMEN & HELPERS  
OF AMERICA

OFFICE OF  
• JAMES E. HOFFA •  
GENERAL PRESIDENT  
23 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.



August 5, 1959

TO TEAMSTER LOCAL UNIONS HAVING CONTRACTS  
COVERING GROCERY WAREHOUSE OPERATIONS OF  
THE GREAT ATLANTIC & PACIFIC TEA COMPANY

Dear Sir and Brothers:

We are enclosing a copy of the current survey of The Great Atlantic & Pacific Tea Company, prepared by the National Warehouse Division, for your information and files.

This survey is designed primarily to assist local unions in their contractual negotiations with A & P and we hope the information contained herein will prove helpful in your dealings with this grocery firm.

With best regards, I am

Fraternaly yours,

*H. J. Gibbons*  
H. J. Gibbons, Director,  
National Warehouse Division

hjc:gl

Enc.

cc: International Officers  
Area Conference Chairmen  
Area Warehouse Directors

SURVEY OF:

THE GREAT ATLANTIC AND PACIFIC TEA COMPANY

The following pages carry summaries of Teamster contracts covering Great Atlantic and Pacific Tea Company warehouses. This survey has been prepared for the assistance and guidance of our Teamster locals in their negotiations with this company.

TABLE of CONTENTS

BACKGROUND on COMPANY -----	Page 1
FINANCIAL DATA -----	2
ORGANIZATIONAL MAP of A & P WAREHOUSES -----	4
DIRECTORY of TEAMSTER LOCALS with A & P WAREHOUSES UNDER CONTRACT- -----	5
HOURLY WAGE INCREASES GAINED in LAST A & P NEGOTIATIONS -----	8
IMPROVEMENTS (other than wages) GAINED IN LAST A & P NEGOTIATIONS- -----	9
CONTRACT ANALYSIS:	
Contract Expiration Dates by Year -----	10
Union Security Provisions -----	11
Vacation Provisions -----	12
Premium Pay Rates -----	13
Holiday Provisions -----	14
Hours & Workweek -----	15
Paid Non-Productive Time Provisions -----	16
Seniority Provisions -----	17
Grievance & Arbitration -----	18
OTHER: Cost-of-Living; Maintenance of Standards; Military; Job Bidding; Uniforms Furnished; Medical -----	19
Hourly Wage Rates for Selected Classifications -----	20
Health & Welfare -----	23
Pensions -----	23
Sick Leave (Company plan) -----	24
COMPLETE WAGE RATES and CLASSIFICATIONS -----	25

Prepared by:

NATIONAL WAREHOUSE DIVISION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS

25 Louisiana Ave. NW, Washington 1, DC

H. J. GIBBONS, CHAIRMAN

JOSEPH M. DILLON, SECRETARY

SAMUEL BARON, FIELD DIRECTOR

JULY, 1959

BACKGROUND ON COMPANY

THE GREAT ATLANTIC & PACIFIC TEA COMPANY is the largest chain grocery organization operating about 4200 retail food stores throughout the U. S. and Canada. In recent years the company has combined many of its small stores into large supermarket or self-service stores, which carry complete lines of groceries, vegetables, fresh meats, fruits, baked goods, delicatessen and other edible products. These stores are usually in important shopping districts in urban and suburban communities.

A & P maintains an extensive buying organization in the U. S. for the purchase of fresh fruits and vegetables and has agents in the various food producing centers of the world. American Coffee Corporation, subsidiary, is the world's largest coffee purchaser with many offices in Brazil and Colombia.

To supply its retail outlets, A & P maintains numerous general warehouses, and others for handling produce, meat, fish and butter; it also operates 35 bakeries, three cheese processing plants, two milk plants, one creamery, six general factories, and nine coffee roasting plants. Except for certain manufacturing and warehousing operations, activities are conducted in leased premises.

Subsidiaries include: Great A & P Tea Company (N.J.)  
Great A & P Tea Company (Ariz.)  
Great A & P Tea Company (Nev.)  
Great A & P Tea Company, Ltd.  
Quaker Maid Company, Inc.  
Great American Tea Company  
Nakat Packing Corporation  
American Coffee Corporation  
Atlantic Warehouses, Inc.  
Whitehouse Milk Company  
Stores Publishing Company  
Great A & P Tea Company (Vt.)  
A & P Food Stores, Inc.  
Woman's Day Magazine

Nakat Packing Corporation is a foremost packer of salmon; Quaker Maid Company is a leading manufacturer and processor of food products; Whitehouse Milk Company produces large quantities of condensed and evaporated milk.

June 4, 1959, Ralph W. Burger, chairman and president, told stockholders at annual meeting that he proposed to recommend to directors that the next quarterly dividend be raised from 20¢ to 25¢, if business continued at its current pace. He said that sales and earning for the first fiscal quarter, which began March 1, 1959, should compare favorably with the initial three months of previous fiscal year. Capital expenditures in fiscal year that began March 1, 1959, for new facilities and replacements were expected to total more than \$70,000,000.



BACKGROUND (continued)

STRIKE: June 16, 1959, about 1400 members of General Warehouseman's Union of the International Brotherhood of Teamsters (Local 852) began a strike at company's plants serving its stores in the New York City, Long Island, Westchester County, and lower Connecticut areas. The walkout followed a breakdown of contract negotiations.

June 20, 1959, company closed 400 of its stores in New York metropolitan area because a strike of warehouse men prevented deliveries. The shutdown affected retail outlets in Manhattan, Brooklyn, Bronx, Queens, Nassau, Suffolk, Westchester, Rockland and Orange Counties. Stores on Staten Island and New Jersey would remain open.

Officers of the company are: R. W. Burger, President  
J. D. Erhgott, Treasurer  
J. J. Reilly, Secretary

Executive Offices are at: 420 Lexington Avenue, New York 17, New York

ORGANIZATIONAL STATUS of WAREHOUSES:

The Miami, Florida, warehouse previously unorganized, is now under contract to Teamsters Local No. 390.

Organized by Teamsters Locals: 44 warehouses (See Directory for listing)

Organized by C.I.O.: 2 warehouses (Birmingham, Alabama  
Atlanta, Georgia)

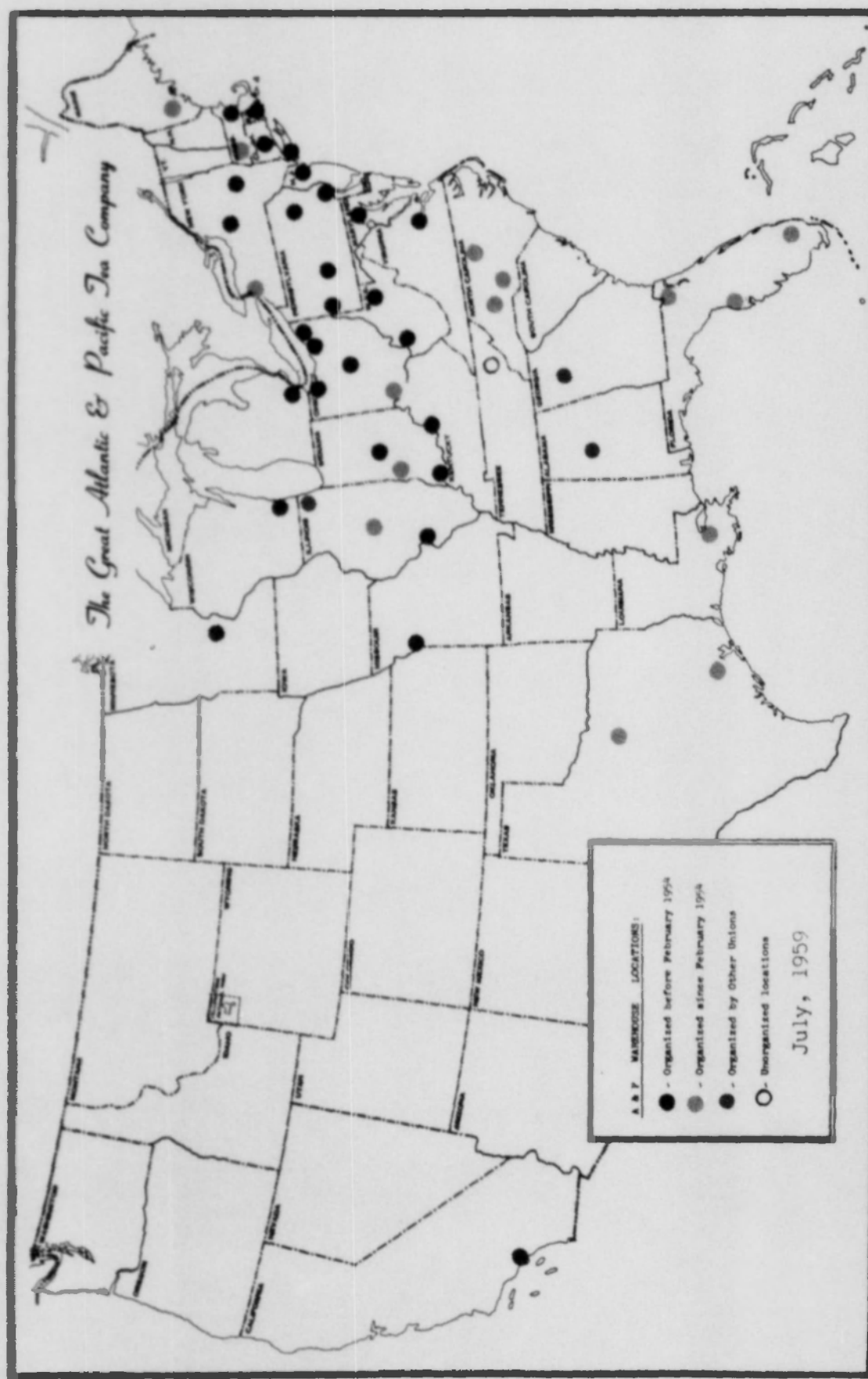
Independent Union: 1 warehouse (Chicago, Illinois)

Unorganized: 1 warehouse (Knoxville, Tennessee)

FINANCIAL DATA:

Financial information on A & P for years ended February 28, 1958 and 1959 is as follows:

	Year ended February 28:	
	1959	1958
Sales -----	\$5,094,741,391	\$4,769,240,488
Cost and Expenses -----	4,948,181,650	4,634,149,725
Total Income -----	147,560,969	136,467,244
Income Taxes -----	65,000,000	60,000,000
Net Income -----	53,905,170	50,666,686
Preferred Dividends -----	1,361,126	1,814,834
Common Dividends -----	17,075,381	16,686,496
Balance after Dividends ---	35,468,655	32,165,356
Common Earnings -----	\$2.49	\$2.34
Earned Surplus -----	148,188,219	322,123,240
Capital Surplus -----	250,000,000	-----
Net Working Capital -----	244,650,881	227,740,852



DIRECTORY OF TEAMSTER LOCALS HAVING A & P GROCERY WAREHOUSES ORGANIZED

CENTRAL CONFERENCE AREA:

- # 20 - TOLEDO, OHIO  
Wesley Meinka, S-T  
435 South Hawley St.  
Phone: Cherry 8-5351
- # 89 - LOUISVILLE, KENTUCKY  
Marion Winstead, S-T  
3813 Taylor Boulevard  
Phone: Emerson 8-5885
- #105 - CINCINNATI, OHIO  
Charles Klute, S-T  
217 West 12th Street  
Phone: Parkway 1-2537
- #135 - INDIANAPOLIS, INDIANA  
Gene San Soucie, Pres.  
1233 Shelby Street  
Phone: Melrose 9-3541
- #197 - CLEVELAND, OHIO  
Elroy R. Voelzow, S-T  
2070 East 22nd Street  
Phone: Main 1-0761
- #200 - MILWAUKEE, WISCONSIN  
Frank H. Ranney, S-T  
816 West National Ave.  
Phone: Mitchell 5-2190
- #215 - EVANSVILLE, INDIANA  
H. Glyn Aud, S-T  
216 N. Fulton Ave.  
Phone: Harrison 5-5169
- #332 - FLINT, MICHIGAN  
Claude Sutton, S-T  
116 E. Pasadena Ave.  
Phone: Sunset 9-1557
- #337 - DETROIT, MICHIGAN  
Robert Holmes, S-T  
2741 Trumbull Avenue  
Phone: Woodward 5-9833

- #377 - YOUNGSTOWN, OHIO  
John J. Angelo, S-T  
100 East Rayen Ave.  
Phone: Riverside 3-3114
- #406 - GRAND RAPIDS, MICHIGAN  
Patrick E. Markey, S-T  
436 Ottawa Avenue, NW  
Phone: Glendale 9-0161
- #413 - COLUMBUS, OHIO  
James R. Hoffa, Trustee  
c/o Don Pfeiffer, S-T  
233 South High Street  
Phone: Capitol 1-6819
- #627 - PEORIA, ILLINOIS  
Harry Wolstenholme, Jr.  
400 North State Street  
Phone: 4-9146
- #729 - E. ST. LOUIS, ILLINOIS  
Thomas J. Warwick, S-T  
738 North 10th Street  
Phone: Upton 4-0352
- #955 - KANSAS CITY, MISSOURI  
H. J. Gibbons, Trustee  
c/o W. R. Sherry, S-T  
116 West Linwood Blvd.  
Phone: Logan 1-4717

EASTERN CONFERENCE AREA:

- # 55 - ASHEVILLE, NORTH CAROLINA  
Richard C. Bell, Trustee  
c/o Hugh Rutledge, S-T  
P. O. Box 8143  
Phone: Alpine 3-1693
- # 71 - CHARLOTTE, NORTH CAROLINA  
Ed Hargett, President  
5000 North Tryon Street  
Phone: Franklin 6-4876



DIRECTORY: EASTERN CONFERENCE AREA (continued)

- |  |   |
|--|---|
| <p>#110 - ALTOONA, PENNSYLVANIA<br/>Chas. H. Frick, S-T<br/>Cor. Bedford &amp; Cedar Sts.<br/>Johnstown, Pennsylvania<br/>Phone: 9-8197</p> <p>#169 - PHILADELPHIA, PENNSYLVANIA<br/>Edward Fadigan, S-T<br/>1239-41 West Girard Street<br/>Phone: Poplar 3-3877</p> <p>#229 - SCRANTON, PENNSYLVANIA<br/>Naish J. Bohn, S-T<br/>602 Linden Street, Rm 200<br/>Phone: Diamond 4-7219</p> <p>#251 - PROVIDENCE, RHODE ISLAND<br/>Alexander Hylek, S-T<br/>4 Ann Street<br/>Phone: Gaspee 1-8705</p> <p>#294 - ALBANY, NEW YORK<br/>Edmund J. Ray, S-T<br/>890 Thlrd Street<br/>Phone: 89-5436</p> <p>#317 - SYRACUSE, NEW YORK<br/>William H. Roggenkamp, S-T<br/>914 North State Street<br/>Phone: Granite 1-4165</p> <p>#322 - RICHMOND, VIRGINIA<br/>Russell Brown, S-T<br/>2504 Idlewood Avenue<br/>Phone: Elgin 5-6043</p> <p>#340 - PORTLAND, MAINE<br/>Albert H. Page, S-T<br/>110 Exchange Street<br/>Phone: Spruce 4-1406</p> <p>#391 - RALEIGH, NORTH CAROLINA<br/>Richard C. Bell, Trustee<br/>c/o Lloyd Huggins, S-T<br/>128 North Davie Street<br/>Greensboro, North Carolina<br/>Phone: Broadway 3-7389</p> | <p>#404 - SPRINGFIELD, MASSACHUSETTS<br/>B. E. Naylor, S-T<br/>119 Plainfield Street<br/>Phone: Republic 3-7881</p> <p>#505 - HUNTINGTON, WEST VIRGINIA<br/>Granville Camp, S-T<br/>1201 Seventh Avenue<br/>Phone: Jackson 2-0419</p> <p>#558 - BUFFALO, NEW YORK<br/>Theodore Graczyk, S-T<br/>1217 Hotel Buffalo<br/>Phone: Mohawk 7060</p> <p>#559 - HARTFORD, CONNECTICUT<br/>Edward Kaminsky, S-T<br/>635 Main Street<br/>Phone: Jackson 5-2657</p> <p>#570 - BALTIMORE, MARYLAND<br/>Charles DiGuardo, S-T<br/>1924 West Pratt Street<br/>Phone: Gilmore 5-3350</p> <p>#635 - PITTSBURGH, PENNSYLVANIA<br/>Robert G. Brennan, S-T<br/>46 Eighteenth Street<br/>Phone: Grant 1-4343</p> <p>#697 - WHEELING, WEST VIRGINIA<br/>H. Cletis Tuttle, S-T<br/>28th &amp; Chapline Streets<br/>Phone: Cedar 2-1940</p> <p>#789 - FAIRMONT, WEST VIRGINIA<br/>Freda P. Martino, S-T<br/>121 Jackson Street<br/>Phone: Fairmont 1488</p> <p>#829 - BOSTON, MASSACHUSETTS<br/>P. V. Murphy, S-T<br/>550 Beacon Street<br/>Phone: Copley 7-2312</p> |
|--|---|

(continued)

DIRECTORY: EASTERN CONFERENCE AREA (continued)

#852 - NEW YORK, NEW YORK  
Michael J. Murray, S-T  
1440 Broadway, Room 1251  
Phone: Longacre 4-6270

#863 - NEWARK, NEW JERSEY  
Joseph Pecora, S-T  
29 Elizabeth Avenue  
Phone: Bigelow 3-3121

WESTERN CONFERENCE AREA:

#595 - LOS ANGELES, CALIFORNIA  
Gay Lillefloren, S-T  
1616 West 9th Street  
Phone: Dunkirk 1-3571

SOUTHERN CONFERENCE

# 79 - TAMPA, FLORIDA  
John R. Walker, S-T  
2206 Dekle Avenue  
Phone: 8-2163

#270 - NEW ORLEANS, LOUISIANA  
James Schwehm, S-T  
424 Chartres Street  
Phone: Magnolia 1621

#390 - MIAMI, FLORIDA  
M. W. Miller, Trustee  
c/o Joseph Morgan, S-T  
1700 NW 17th Avenue  
Phone: Newton 506270

#512 - JACKSONVILLE, FLORIDA  
Paul Hall, S-T  
907 West Adams Street  
Phone: Elgin 3-6260

#745 - DALLAS, TEXAS  
W. L. Piland, S-T  
1727 Young Street  
Phone: Riverside 1-1456

#968 - HOUSTON, TEXAS  
Randy Miller, S-T  
1803 Everett Street  
Phone: Capitol 2-2371

HOURLY WAGE INCREASES GAINED IN LAST A & P NEGOTIATIONS

LOCATION	ON SIGNING	1st	2nd	3rd	4th	5th	CONTRACT DURATION	TOTAL INCREASE	
		6 mos	6 mos (1 yr)	6 mos	6 mos (2 yrs)	6 mos		Male	Female
<u>CENTRAL:</u> 20 - Toledo	10¢ 10¢	5¢	5¢ 7¢	5¢	5¢ 7¢	5¢	3 yrs	35¢	24¢
89 - Louisville	10¢ 4¢	--	10¢ 3¢	--	9¢ 2¢	--	2-3/4	29¢	9¢
105 - Cincinnati	14¢ 11¢	10¢	4¢	5¢ 5¢	4¢	5¢ 5¢	3 yrs	42¢	26¢
135 - Indianapolis	6¢ 5¢	4¢	6¢	4¢	6¢ 5¢	4¢	3 yrs	30¢	15¢
197 - Cleveland	10¢ 8¢	--	8¢	--	8¢ 6¢	--	3 yrs	26¢	20¢
200 - Milwaukee	16¢ 11¢	--	7¢	--	8¢ 2½¢	--	3 yrs	31¢	16¢
332 - Flint	18¢	--	7¢	--	7¢	--	3 yrs	32¢	
337 - Detroit	18¢	--	7¢	--	7¢	--	3 yrs	32¢	32¢
406 - Gr. Rapids	18¢ 15¢	4¢	10¢ 7¢	--	10¢ 7¢	--	3 yrs	42¢	29¢
627 - Peoria	12¢	--	10¢	--	10¢	--	3 yrs	32¢	32¢
729 - E. St. Louis	15¢ 10¢	--	10¢ 8¢	--	10¢ 8¢	--	3 yrs	35¢	26¢
955 - Kansas City	10¢ 5¢	--	10¢ 8¢	--	--	--	2 yrs	20¢	13¢
<u>EASTERN:</u> 71 - Charlotte	10¢	--	10¢	--	10¢	--	3 yrs	30¢	
110 - Altoona	15¢ 12¢	--	--	--	--	--	1 yr	15¢	12¢
229 - Scranton	12½¢	--	--	10¢	--	--	3 yrs	22½¢	22½¢
251 - Providence	15¢ 10¢	--	12½¢ 5¢	--	10¢ 3¢	--	3 yrs	37½¢	18½¢
322 - Richmond	15¢ 12¢	--	--	15¢ 10¢	--	--	3 yrs	30¢	22¢
570 - Baltimore	12½¢ 5¢	--	10¢ 5¢	--	10¢ 5¢	--	3 yrs	32½¢	15¢
635 - Pittsburgh	13/18¢	--	--	--	--	--	1 yr	13/18¢	
697 - Wheeling	15¢	--	--	--	--	--	1 yr	15¢	
789 - Fairmont	13/18¢ 5¢	--	--	--	--	--	1 yr	13/18¢	5¢
829 - Boston	15¢ 10¢	--	12½¢ 10¢	--	--	--	2 yrs	27½¢	20¢
<u>SOUTHERN:</u> 270 - New Orleans	9¢	--	8¢	--	6¢	--	3 yrs	23¢	
512 - Jacksonville	3½/8¢	--	3½/8¢	--	3-4¢	--	3 yrs	10-20¢	
968 - Houston	12-16¢	--	9-10¢	--	9-10¢	--	3 yrs	30-36¢	
<u>WESTERN:</u> 595 - Los Angeles	11½/11-3/4¢		10¢	--	10¢	--	3 yrs	31½/31-3/4¢	

FOOTNOTES: 1/ Local 89 = Porters and watchmen increase same as female.  
2/ Increase on signing includes cost-of-living adjustment.  
3/ Local 570 = Fork lift operators got an additional 5¢ on signing.

IMPROVEMENTS (other than wages) GAINED IN LAST A & P NEGOTIATIONS

LOCATION	UNION SECURITY	VACATION		PREMIUM RATES	PAID HOLIDAYS	HEALTH & WELFARE	OTHER
		Wks	Yrs				
CENTRAL: 20 - Toledo		4	20			Blue Cross increased	Sick leave written into contract
89 - Louisville		3	10				
105 - Cincinnati		4	20				
197 - Cleveland	Checkoff	3	10	+2¢ on Night			Jury pay
332 - Flint		4	20	+5¢ on Night			Jury pay; 3-day funeral leave
337 - Detroit		3	10				Jury pay; 3-day funeral leave
406 - Gr. Rapids	Checkoff	4	20			+25¢ wkly	Central States Pension Plan co. pd. \$2 wkly increases to \$4 on 3/5/61
627 - Peoria		3	10				2 10-min. rest periods; 90% of emps. guaranteed 40 hrs wkly
729 - E.St.Louis		4	20	+2¢ on Night			+ 4 hrs on report pay (now 8)
955 - Kansas City		3	12	+1¢ on Night			
EASTERN: 71 - Charlotte		4	20				3-day funeral leave
110 - Altoona		4	20				
229 - Scranton		4	20				
322 - Richmond		4	20				
570 - Baltimore		4	20				
697 - Wheeling		2	20				
SOUTHERN: 270 - New Orleans	Union Shop						
390 - Miami (First Contract)	Checkoff Picket Unauth. Activity Recognition Maint.of Wages Savings Clause	1 2 3 3 15	1 2 15	7th = 2 Holi. = 2¢ Night = 5¢ Freezer 5¢	6		Jury pay; 5 hrs report pay; co. sick leave plan; grievance and arbitration outlined; departmental seniority
968 - Houston		2	2	+2¢ on Night		+25¢ wkly	Jury pay
WESTERN: 595 - Los Angeles		3	5				

7/1/59



CONTRACT EXPIRATION DATES

YEAR	LOCAL & CITY	EXPIRATION DATE
1959	169 - Philadelphia, Pennsylvania	Aug. 1, 1959
	215 - Evansville, Indiana	Aug. 1, 1959
	863 - Newark, New Jersey	Sep. 19, 1959
	789 - Fairmont, West Virginia	Oct. 1, 1959
	635 - Pittsburgh, Pennsylvania	Oct. 1, 1959
	110 - Altoona, Pennsylvania	Oct. 4, 1959
	413 - Columbus, Ohio	Oct. 18, 1959
	340 - Portland, Maine	Oct. 31, 1959
	559 - Hartford, Connecticut	Nov. 2, 1959
1960	697 - Wheeling, West Virginia	Jan. 1, 1960
	55 - Asheville, North Carolina	Feb. 21, 1960
	251 - Providence, Rhode Island	Feb. 29, 1960
	404 - Springfield, Massachusetts	Feb. 29, 1960
	829 - Boston, Massachusetts	Apr. 1, 1960
	294 - Albany, New York	Apr. 30, 1960
	391 - Raleigh, North Carolina	Jul. 12, 1960
	505 - Huntington, West Virginia	Sep. 21, 1960
	955 - Kansas City, Missouri	Sep. 24, 1960
	390 - Miami, Florida	Oct. 1, 1960
	270 - New Orleans, Louisiana	Feb. 28, 1961
1961	197 - Cleveland, Ohio	Apr. 1, 1961
	406 - Grand Rapids, Michigan	Apr. 14, 1961
	105 - Cincinnati, Ohio	Apr. 29, 1961
	135 - Indianapolis, Indiana	Apr. 29, 1961
	627 - Peoria, Illinois	May 24, 1961
	729 - E. St. Louis, Illinois	Jul. 9, 1961
	332 - Flint, Michigan	Aug. 19, 1961
	337 - Detroit, Michigan	Aug. 19, 1961
	512 - Jacksonville, Florida	Aug. 21, 1961
	595 - Los Angeles, California	Sep. 3, 1961
	89 - Louisville, Kentucky	Oct. 21, 1961
	200 - Milwaukee, Wisconsin	Nov. 4, 1961
1962	322 - Richmond, Virginia	Feb. 10, 1962
	229 - Scranton, Pennsylvania	Feb. 17, 1962
	20 - Toledo, Ohio	Mar. 3, 1962
	968 - Houston, Texas	Mar. 13, 1962
	71 - Charlotte, North Carolina	Mar. 17, 1962
	570 - Baltimore, Maryland	Apr. 3, 1962

The following local unions' contracts expired in the past few months and their new contracts were not available at the time this survey went to print. As soon as we receive the new contracts, summaries will be forwarded to each of the A & P locals.

Local 79 - Tampa, Florida	Local 558 - Buffalo, New York
Local 317 - Syracuse, New York	Local 745 - Dallas, Texas
Local 377 - Youngstown, Ohio	Local 652 - New York, New York

UNION SECURITY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	UNION SHOP	CHECK OFF	PICKET LINE	UNAUTH. ACTIVITY	RECOGNITION	INSPEC. PRIV.	SAVINGS CLAUSE
CENTRAL	20 - Toledo, Ohio	yes	yes	---	---	yes	---	---
	89 - Louisville	yes	---	yes	---	yes	yes	---
	105 - Cincinnati	yes	---	yes	---	yes	yes	---
	135 - Indianapolis	yes	yes	yes	yes	yes	yes	yes
	197 - Cleveland	yes	yes	yes	---	yes	---	---
	200 - Milwaukee	yes	---	yes	---	---	---	yes
	215 - Evansville	yes	---	yes	---	yes	yes	---
	332 - Flint, Mich.	yes	---	---	---	yes	---	---
	337 - Detroit	yes	---	---	---	yes	---	---
	377 - Youngstown *							
	406 - Grand Rapids	yes	yes	yes	yes	yes	yes	---
	413 - Columbus	yes	---	yes	yes	yes	---	---
	627 - Peoria, Ill.	yes	yes	yes	yes	yes	---	---
	729 - E. St. Louis	yes	yes	yes	yes	yes	yes	---
	955 - Kansas City	yes	yes	yes	---	yes	---	yes
EASTERN	55 - Asheville, NC	---	yes	yes	yes	yes	---	---
	71 - Charlotte, NC	---	yes	yes	yes	yes	yes	---
	110 - Altoona, Pa.	yes	---	yes	---	yes	---	---
	169 - Philadelphia	yes	---	yes	---	yes	---	---
	229 - Scranton, Pa.	yes	yes	yes	---	yes	---	---
	251 - Providence	yes	---	yes	---	yes	---	---
	294 - Albany, N.Y.	yes	yes	---	yes	yes	---	---
	317 - Syracuse, NY							
	322 - Richmond, Va.	---	yes	yes	---	yes	---	---
	340 - Portland, Me.	yes	yes	yes	yes	yes	yes	---
	391 - Raleigh, NC	---	yes	yes	yes	yes	---	---
	404 - Springfield	yes	yes	---	---	yes	---	---
	505 - Huntington	yes	---	yes	---	yes	---	---
	558 - Buffalo, NY							
	559 - Hartford	yes	yes	yes	---	yes	---	---
	570 - Baltimore	yes	yes	yes	---	yes	---	---
	635 - Pittsburgh	yes	---	yes	---	yes	---	---
	697 - Wheeling, WVa	yes	---	yes	---	yes	---	---
	789 - Fairmont, WVa	yes	---	---	---	yes	---	---
SOUTHERN	829 - Boston, Mass.	yes	---	yes	---	---	yes	---
	852 - New York, NY							
	863 - Newark, N.J.	yes	yes	yes	---	yes	yes	---
	79 - Tampa, Fla. *							
	270 - New Orleans	yes	yes	yes	---	yes	---	---
	390 - Miami, Fla.	---	yes	yes	yes	yes	---	yes
	512 - Jacksonville	---	yes	yes	yes	yes	yes	yes
	745 - Dallas, Tex. *							
WESTERN	968 - Houston, Tex.	---	yes	yes	---	yes	yes	yes
	595 - Los Angeles	yes	---	yes	---	yes	yes	yes

\* These locals' contracts not available due to negotiations, information will be forwarded as soon as we receive the contracts.

VACATION PROVISIONS

CONFERENCE AREA	LOCAL & CITY	YEARS OF SERVICE REQUIRED FOR:			
		1 week	2 wks.	3 wks.	4 wks.
CENTRAL	20 - Toledo, Ohio	1	3	10	20
	89 - Louisville, Ky.	1	3	10	20
	105 - Cincinnati, Ohio	1	3	10	--
	135 - Indianapolis, Ind.	1	3	10	--
	197 - Cleveland, Ohio	1	3	10	20
	200 - Milwaukee, Wis.	1	3	10	20
	215 - Evansville, Indiana	1	3	--	--
	332 - Flint, Michigan	1	3	10	20
	337 - Detroit, Michigan	1	3	10	20
	377 - Youngstown, Ohio *				
	406 - Grand Rapids, Mich.	1	3	10	20
	413 - Columbus, Ohio	1	3	10	--
	627 - Peoria, Illinois	1	3	10	--
	729 - E. St. Louis, Ill.	1	3	10	--
	955 - Kansas City, Mo.	1	3	12	--
EASTERN	55 - Asheville, N. Car.	1	3	15	---
	71 - Charlotte, N. Car.	1	3	12	---
	110 - Altoona, Penna.	1	3	10	20
	169 - Philadelphia, Pa.	1	3	10	--
	229 - Scranton, Penna.	1	3	10	20
	251 - Providence, R. I.	1	3	10	--
	294 - Albany, New York	1	3	10	20
	317 - Syracuse, New York*				
	322 - Richmond, Virginia	1	2	10	20
	340 - Portland, Maine	1	3	10	--
	391 - Raleigh, N. Car.	1	3	15	--
	404 - Springfield, Mass.	1	3	10	--
	505 - Huntington, W. Va.	1	3	10	--
	558 - Buffalo, New York *				
	559 - Hartford, Conn.	1	3	10	--
	570 - Baltimore, Md.	1	3	10	20
	635 - Pittsburgh, Pa.	-	1	10	20
	697 - Wheeling, W. Va.	-	1	10	20
	789 - Fairmont, W. Va.	6 mo.	1	10	20
	829 - Boston, Mass.	1	3	10	--
SOUTHERN	852 - New York City *				
	863 - Newark, N. J.	6 mo.	1	5	20
	79 - Tampa, Florida *				
	270 - New Orleans, La.	6 mo.	1	20	--
	390 - Miami, Florida	1	2	15	--
WESTERN	512 - Jacksonville, Fla.	1	3	15	--
	745 - Dallas, Texas *				
	968 - Houston, Texas	1	3	15	--
	595 - Los Angeles, Calif.	1	2	5	--

\* These locals' contracts not available due to negotiations, information will be forwarded as soon as we receive the contracts.

PREMIUM PAY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	RATE FOR WORK ON:				SHIFT	FREEZER
		6th	7th	SAT.	SUN.	PREMIUM	PREMIUM
CENTRAL	20 - Toledo, Ohio	---	---	1½	2	10¢	---
	89 - Louisville, Kentucky	1½	2	---	---	10¢	---
	105 - Cincinnati, Ohio	1½	2	---	---	7¢	5¢
	135 - Indianapolis, Indiana	1½	2	---	---	7¢	5¢
	197 - Cleveland, Ohio	1½	2	---	2	10¢	---
	200 - Milwaukee, Wisconsin	---	---	1½	2	12½¢	10¢
	215 - Evansville, Indiana	1½	2	---	---	5¢	---
	332 - Flint, Michigan	---	2	---	1½	10¢	---
	337 - Detroit, Michigan	---	2	---	1½	10¢	10¢
	377 - Youngstown, Ohio *	---	---	---	---	---	---
	406 - Grand Rapids, Michigan	---	2	---	---	10¢	---
	413 - Columbus, Ohio	---	2	---	---	10¢	---
	627 - Peoria, Illinois	1½	2	---	---	5¢	---
	729 - E. St. Louis, Illinois	1½	2	---	---	7½¢	---
	955 - Kansas City, Missouri	---	---	---	---	10¢	---
EASTERN	55 - Asheville, N. Carolina	---	2	---	---	7¢	---
	71 - Charlotte, N. Carolina	---	2	---	1½	8¢	7½¢
	110 - Altoona, Pennsylvania	---	2	---	1½	15¢	---
	169 - Philadelphia, Penna.	---	---	---	2	12½¢	---
	229 - Scranton, Pennsylvania	---	2	---	---	10¢	---
	251 - Providence, R. Island	---	2	---	---	10¢	---
	294 - Albany, New York	1½	2	---	---	10¢	7½¢
	317 - Syracuse, New York *	---	---	---	---	---	---
	322 - Richmond, Virginia	1½	2	---	2	12½¢	---
	340 - Portland, Maine	1½	2	---	---	10¢	---
	391 - Raleigh, N. Carolina	---	2	---	1½	7¢	7½¢
	404 - Springfield, Mass.	1½	2	---	---	10¢	10¢
	505 - Huntington, W. Virginia	---	2	---	---	10¢	---
	558 - Buffalo, New York *	---	---	---	---	---	---
	559 - Hartford, Connecticut	1½	2	---	---	10¢	---
	570 - Baltimore, Maryland	---	---	1½	2	12½¢	---
	635 - Pittsburgh, Penna.	---	2	---	---	15¢	---
	697 - Wheeling, West Va.	---	2	---	---	7½¢	---
	789 - Fairmont, West Va.	---	2	---	---	15¢	---
	829 - Boston, Mass.	---	2	---	---	10¢	---
SOUTHERN	852 - New York City *	---	---	---	---	---	---
	863 - Newark, New Jersey	---	---	---	---	15¢	10¢
	79 - Tampa, Florida *	---	---	---	---	---	---
	270 - New Orleans, La.	---	2	---	1½	5¢	---
	390 - Miami, Florida	---	2	---	---	5¢	5¢
SOUTHERN	512 - Jacksonville, Florida	---	2	---	---	7½¢	---
	745 - Dallas, Texas *	---	---	---	---	---	---
	968 - Houston, Texas	1½	2	---	---	12¢	10¢
WESTERN	595 - Los Angeles, California	---	---	---	1½	10¢	---

\* These locals' contracts not available due to negotiations, information will be forwarded as soon as we receive the contracts.



HOLIDAY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	# Paid Holidays	Prem. Rate Holi. Work	Overtime After (#) Hrs Wkly.	Holiday Falls in Vacation
CENTRAL	20 - Toledo	6 * <u>1/</u>	2 1/2	32	day's pay
	89 - Louisville	6 *	2 1/2	32	day's pay
	105 - Cincinnati	6 *	2 1/2	32	day's pay/lv.
	135 - Indianapolis	6 *	2 1/2	32	day's leave
	197 - Cleveland	6 *	2 1/2	32	day's pay
	200 - Milwaukee	6 *	3	32	day's leave
	215 - Evansville	6 *	2 1/2	32	day's pay
	332 - Flint	6 *	2 1/2	32	day's pay
	337 - Detroit	6 *	2 1/2	32	day's pay
	377 - Youngstown				
	406 - Grand Rapids	6 *	2 1/2	32	----
	413 - Columbus	6 *	2 1/2	32	day's pay
	627 - Peoria	6 *	2 1/2	32	----
	729 - E. St. Louis	7 *	2 1/2	32	----
	955 - Kansas City	6 <u>2/</u>	2 1/2	32	----
EASTERN	55 - Asheville	5 *	2 1/2	--	day's pay
	71 - Charlotte	5 *	2 1/2	--	day's pay
	110 - Altoona	6	2 1/2	32	day's pay
	169 - Philadelphia	8 *	2 1/2	32	day's pay/lv.
	229 - Scranton	7 * <u>3/</u>	2 1/2	32	day's pay/lv.
	251 - Providence	8 * <u>4/</u>	2 1/2	32	----
	294 - Albany	8	3	32	day's pay/lv.
	317 - Syracuse				
	322 - Richmond	6 *	2 1/2	--	day's pay
	340 - Portland	10 *	2 1/2	32	day's pay
	391 - Raleigh	5 *	2 1/2	--	day's pay
	404 - Springfield	10 *	2 1/2	32	day's pay
	505 - Huntington	6 *	3	32	day's pay
	558 - Buffalo				
	559 - Hartford	7 *	2 1/2	32	day's pay
	570 - Baltimore	7 *	3	32	day's pay/lv.
	635 - Pittsburgh	7	2 1/2	32	day's pay
	697 - Wheeling	6 *	2 1/2	32	day's pay
	789 - Fairmont	7 * <u>3/</u>	2 1/2	32	day's pay
	829 - Boston	10 <u>5/</u>	2 1/2	32	----
	852 - New York				
	863 - Newark	11 <u>1/2/</u>	3	--	day's pay/lv.
SOUTHERN	79 - Tampa				
	270 - New Orleans	6 *	2 1/2	--	day's pay
	390 - Miami	6 *	2 1/2	32	day's pay/lv.
	512 - Jacksonville	5 *	2 1/2	32	day's pay/lv.
	745 - Dallas				
	768 - Houston	6	2 1/2	--	day's leave
WESTERN	595 - Los Angeles	8 <u>3/</u>	2 1/2	--	day's pay/lv.

FOOTNOTES: \* Employee must work last working day before and first after the holiday.  
1/ Plus 1/2-day holidays on Christmas and New Year's Eves.  
2/ Holidays guaranteed. 3/ Holiday guaranteed if falls on Sunday.  
4/ Plus V-Days recognized in the state of Rhode Island.  
5/ Plus V-Days and Good Friday if observed in the state of Massachusetts.

HOURS and WORKWEEK

CONFERENCE AREA	LOCAL & CITY	WORKWEEK In (#) Days	OVERTIME AFTER:		WEEKLY GUARANTEE
			HRS DAY	HRS WKLY	
CENTRAL	20 - Toledo, Ohio	5 days	8	40	40 hrs
	89 - Louisville, Ky.	5 days	8	40	40 hrs
	105 - Cincinnati, Ohio	5 days	8	40	40 hrs
	135 - Indianapolis, Ind.	5 days	8	40	40 hrs
	197 - Cleveland, Ohio	----	8	40	40 hrs
	200 - Milwaukee, Wis.	5 consecutive	8	40	40 hrs
	215 - Evansville, Ind.	5 days	8	40	40 hrs
	332 - Flint, Michigan	5 days	8	40	40 hrs
	337 - Detroit, Mich.	5 days	8	40	40 hrs
	377 - Youngstown, Ohio				
	406 - Grand Rapids	5 days	8	30	40 hrs
	413 - Columbus, Ohio	5 days	8	40	40 hrs
	627 - Peoria, Illinois	5 consecutive	8	40	40 hrs*
	729 - E.St.Louis, Ill.	5 consecutive	8	40	---
	955 - Kansas City, Mo.	5 consecutive	8	40	---
EASTERN	55 - Asheville, N. C.	5 days	8	40	40 hrs
	71 - Charlotte, N. C.	5 days	8	40	40 hrs
	110 - Altoon, Penna.	5 days	8	40	40 hrs
	169 - Philadelphia	5 consecutive	8	40	---
	229 - Scranton, Pa.	----	8	40	40 hrs*
	251 - Providence, R.I.	5 or 6 days	8	40	40 hrs
	294 - Albany, N. Y.	5 consecutive	8	40	40 hrs
	317 - Syracuse, N. Y.				
	322 - Richmond, Va.	5 consecutive	8	40	40 hrs
	340 - Portland, Me.	5 days	8	40	40 hrs
	391 - Raleigh, N. C.	5 days	8	40	40 hrs
	404 - Springfield, Mass.	5 days	8	40	40 hrs
	505 - Huntington, W.Va.	5 or 6 days	8	40	40 hrs
	558 - Buffalo, N. Y.				
	559 - Hartford, Conn.	5 consecutive	8	40	40 hrs
	570 - Baltimore, Md.	5 days	8	40	40 hrs
	635 - Pittsburgh, Pa.	5 or 6 days	8	40	40 hrs
	697 - Wheeling, W.Va.	5 days	-	40	40 hrs
	789 - Fairmont, W.Va.	5 days	8	40	40 hrs
	829 - Boston, Mass.	----	8	40	40 hrs
	852 - New York City				
	863 - Newark, N. J.	5 consecutive	8	40	---
SOUTHERN	79 - Tampa, Florida				
	270 - New Orleans, La.	5 or 6 days	8	40	40 hrs
	390 - Miami, Florida	5 consecutive	8	40	40 hrs
	512 - Jacksonville, Fla.	5 consecutive	8	40	40 hrs
	745 - Dallas, Texas				
	968 - Houston, Texas	5 consecutive	8	40	---
WESTERN	595 - Los Angeles, Cal.	5 consecutive	8	40	40 hrs

FOOTNOTE: \* 627 - Peoria, Illinois = 90% will be guaranteed 40 hrs.  
229 - Scranton, Pa. = 75% will be guaranteed 40 hrs.

PAID NON-PRODUCTIVE TIME PROVISIONS

CONFERENCE AREA	LOCAL & CITY	(#) Hrs. REPORT PAY	JURY DUTY PAID	REST PERIODS	FUNERAL LEAVE
CENTRAL	20 - Toledo, Ohio	8 or 4*	---	2 - 15	3 days
	89 - Louisville, Ky.	5	---	2 - 15	----
	105 - Cincinnati, O. <u>1/</u>	5	---	2 - 15	----
	135 - Indianapolis, <u>1/</u>	8	yes	2 - 15	----
	197 - Cleveland, Ohio	5	yes	2 - 10	3 days
	200 - Milwaukee, Wis.	8 or 5*	---	2 - 15	----
	215 - Evansville, Ind.	5	---	2 - 15	----
	332 - Flint, Mich. <u>1/</u>	5*	yes	2 - 15	3 days
	337 - Detroit, Mich. <u>1/</u>	8 or 5*	yes	2 - 15	3 days
	377 - Youngstown, Ohio				
	406 - Grand Rapids <u>1/</u>	8 or 5*	yes	2 - 15	3 days
	413 - Columbus, Ohio	5	---	----	----
	627 - Peoria, Illinois	6	---	2 - 10	----
	729 - E. St. Louis, Ill	8	---	----	----
	955 - Kansas City, Mo.	8	yes	----	----
EASTERN	55 - Asheville, N.C.	5	yes	----	----
	71 - Charlotte, N.C.	5	yes	----	----
	110 - Altoona, Pa.	8	yes	2 - 15	5 days
	169 - Philadelphia, Pa.	8 or 4*	yes	2 - 15	3 days
	229 - Scranton, Pa.	8	---	----	3 days
	251 - Providence, R.I.	8 or 5*	---	Relief periods	---
	294 - Albany, N. Y.	8 or 5*	yes	2 - 15	3 days
	317 - Syracuse, N. Y.				
	322 - Richmond, Va.	8 or 4*	yes	----	3 days
	340 - Portland, Maine	5	yes	----	3 days
	391 - Raleigh, N. C.	5	yes	----	----
	404 - Springfield, Mass	8 or 5*	yes	<u>2/</u>	3 days
	505 - Huntington, W.Va.	5	---	----	----
	558 - Buffalo, N. Y.				
	559 - Hartford, Conn.	8 or 5*	yes	2 - 10	3 days
	570 - Baltimore, Md.	5	yes	yes	3 days
	635 - Pittsburgh, Pa.	5	---	2 - 15	5 days
	697 - Wheeling, W. Va.	5	---	Relief periods	---
	789 - Fairmont, W. Va.	5	---	Adequate	----
	829 - Boston, Mass.	5	yes	Free coffee	3 days
SOUTHERN	852 - New York City				
	863 - Newark, N. J.	4*	yes	2 - 15	3/
	79 - Tampa, Florida				
	270 - New Orleans, La.	5	---	2 - 10	----
	390 - Miami, Florida	5	yes	----	----
	512 - Jacksonville, Fla.	5 or 4*	yes	2 - 10	----
WESTERN	745 - Dallas, Texas				
	968 - Houston, Texas	5	yes	2 - 15	----
	595 - Los Angeles	8	yes	yes	----

FOOTNOTES: \* Indicates number of hours paid on overtime day.  
1/ Rest periods for female workers only.  
2/ Rest periods: Plainfield whse: 2 - 10 = Liberty St.: 2 - 15  
3/ Funeral leave: Day of death thru burial.

SENIORITY PROVISIONS

CONFERENCE AREA	LOCAL & CITY	PLANTWIDE or DEPT.	SENIORITY BASIS FOR:			PROBA- TION (Days)	ROSTER
			LAYOFF	RECALL	PROMOTION		
CENTRAL	20 - Toledo	----	yes	yes	Q	--	---
	89 - Louisville	Plant	yes	yes	Q	30	yes
	105 - Cincinnati	Plant	yes	yes	Q	30	yes
	135 - Indianapolis	Plant	yes	yes	Q	30	yes
	197 - Cleveland	----	Q	Q	Q	30	---
	200 - Milwaukee	Plant	Q	Q	Q	60*	yes
	215 - Evansville	Plant	yes	yes	Q	30	yes
	332 - Flint	Plant	yes	yes	Q	30	yes
	337 - Detroit	Plant	yes	yes	Q	30	yes
	377 - Youngstown						
	406 - Grand Rapids	Plant	yes	yes	Q	31	yes
	413 - Columbus	----	yes	yes	Q	--	---
	627 - Peoria	----	Q	Q	Q	30	yes
	729 - E. St. Louis	----	Q	Q	Q	30	yes
	955 - Kansas City	Dept.	Q	Q	Q	--	---
EASTERN	55 - Asheville	Dept.	Q	Q	Q	30	yes
	71 - Charlotte	Dept.	yes	yes	Q	30	yes
	110 - Altoona	----	yes	yes	Q	--	---
	169 - Philadelphia	Plant	yes	yes	Q	60	---
	229 - Scranton	Plant	yes	yes	Q	30	---
	251 - Providence	Plant	yes	yes	Q	31	---
	294 - Albany	Plant	yes	yes	Q	30	---
	317 - Syracuse						
	322 - Richmond	Dept.	yes	yes	yes	--	---
	340 - Portland	Plant	yes	yes	Q	30	---
	391 - Raleigh	Dept.	Q	Q	Q	30	yes
	404 - Springfield	Plant	yes	yes	Q	30	---
	505 - Huntington	----	yes	yes	Q	31	---
	558 - Buffalo						
	559 - Hartford	Plant	yes	yes	Q	30	---
	570 - Baltimore	Plant	yes	yes	Q	--	---
	635 - Pittsburgh	Dept.	yes	yes	Q	60	yes
	697 - Wheeling	----	yes	yes	Q	30	---
	789 - Fairmont	----	yes	yes	Q	60	---
	829 - Boston	Plant	yes	yes	---	30	yes
SOUTHERN	852 - New York						
	863 - Newark	Dept.	yes	yes	Q	--	---
	79 - Tampa						
	270 - New Orleans	----	Q	Q	---	30	---
	390 - Miami	Dept.	yes	yes	Q	60	yes
	512 - Jacksonville	Dept.	yes	yes	Q	30	yes
WESTERN	745 - Dallas						
	968 - Houston	Dept.	yes	yes	Q	45	yes
	595 - Los Angeles	----	yes	yes	Q	30	---

FOOTNOTES: Q = Qualified, ability and experience being equal, seniority governs.  
\* = Probationary period - 60 days males; 90 days females.



GRIEVANCE and ARBITRATION

CONFERENCE AREA	LOCAL & CITY	G R I E V A N C E				ARBITRATION	
		OUTLINED	Present Within	Cover Discharge Present within		OUTLINED	COST
CENTRAL	20 - Toledo	yes	5 days	yes	5 days	yes	---
	80 - Louisville	yes	---	yes	6 days	yes	---
	105 - Cincinnati	yes	---	yes	6 days	yes	equal
	197 - Cleveland	---	---	---	---	yes	equal
	200 - Milwaukee	---	---	---	6 days	yes	1/
	215 - Evansville	yes	---	yes	6 days	yes	equal
	322 - Flint	yes	---	yes	5 days	yes	---
	337 - Detroit	yes	---	---	---	yes	---
	377 - Youngstown	---	---	---	---	---	---
	406 - Grand Rapids	yes	---	---	6 days	yes	equal
	413 - Columbus	yes	---	---	---	yes	equal
	627 - Peoria	---	---	---	---	yes	equal
	729 - E. St. Louis	---	---	---	---	yes	equal
	955 - Kansas City	yes	30 d.	---	---	yes	equal
EASTERN	55 - Asheville	yes	7 days	---	---	yes	equal
	71 - Charlotte	yes	7 days	---	---	yes	equal
	110 - Altoona	---	---	---	---	yes	equal
	169 - Philadelphia	yes	7 days	yes	7 days	yes	equal
	220 - Scranton	---	---	yes	72 hrs	yes	equal
	251 - Providence	---	---	---	---	yes	equal
	294 - Albany	---	---	---	---	yes	equal
	317 - Syracuse	---	---	---	---	---	---
	322 - Richmond	yes	7 days	yes	7 days	yes	equal
	340 - Portland	yes	---	yes	5 days	yes	equal
	391 - Raleigh	yes	7 days	---	---	yes	equal
	404 - Springfield	---	---	yes	3 days	yes	equal
	505 - Huntington	yes	---	---	---	yes	equal
	558 - Buffalo	---	---	---	---	---	---
	559 - Hartford	yes	---	yes	3 days	yes	equal
	570 - Baltimore	yes	7 days	yes	---	yes	equal
	635 - Pittsburgh	yes	---	---	---	yes	equal
	697 - Wheeling	---	---	---	---	yes	equal
	780 - Fairmont	yes	---	---	---	yes	equal
SOUTHERN	820 - Boston	yes	---	yes	5 days	yes	equal
	952 - New York City	---	---	---	---	---	---
	863 - Newark	yes	---	---	---	yes	equal
	79 - Tampa	---	---	---	---	---	---
	270 - New Orleans	yes	---	---	---	yes	equal
	390 - Miami	yes	---	yes	5 days	yes	equal
	512 - Jacksonville	yes	---	yes	5 days	yes	equal
WESTERN	745 - Dallas	---	---	---	---	---	---
	968 - Houston	yes	10 d.	yes	3 days	yes	equal
	595 - Los Angeles	yes	---	yes	10 d.	yes	equal

FOOTNOTE: 1/ Loser pays the cost of arbitration.

\* 135 - Indianapolis yes --- yes 5 days yes equal

OTHER PROVISIONS

CONFERENCE AREA	LOCAL & CITY	COST of LIVING	MAINT. of STANDARDS	MILITARY CLAUSE	JOB BIDDING	UNIFORMS Supplied	MEDICAL 1/
CENTRAL	20 - Toledo	---	yes	yes	yes	---	---
	89 - Louisville	---	yes	yes	yes	---	---
	105 - Cincinnati	---	yes	yes	yes	yes	---
	135 - Indianapolis	---	yes	yes	yes	yes	---
	197 - Cleveland	---	yes	---	---	yes	---
	200 - Milwaukee	yes	Wages	---	yes	yes	---
	215 - Evansville	---	yes	yes	---	---	---
	332 - Flint	yes	yes	yes	yes	---	---
	337 - Detroit	yes	yes	yes	yes	yes	---
	377 - Youngstown	---	---	---	---	---	---
	406 - Gr. Rapids	yes	yes	yes	yes	yes	---
	413 - Columbus	---	Wages	---	---	---	---
	627 - Peoria	---	Wages	---	---	---	---
	729 - E.St.Louis	---	Wages	---	---	yes	---
	955 - Kansas City	---	Wages	---	yes	yes	yes
EASTERN	55 - Asheville	---	Wages	---	---	---	---
	71 - Charlotte	---	Wages	---	---	---	---
	110 - Altoona	---	Wages	---	---	yes	---
	169 - Philadelphia	---	yes	---	---	---	---
	229 - Scranton	---	yes	---	yes	---	---
	251 - Providence	---	---	yes	---	yes	---
	294 - Albany	---	---	---	---	yes	---
	317 - Syracuse	---	---	---	---	---	---
	322 - Richmond	---	---	---	---	---	---
	340 - Portland	---	---	yes	---	yes	---
	391 - Raleigh	---	Wages	---	---	---	---
	404 - Springfield	---	---	---	---	yes	---
	505 - Huntington	---	---	---	---	---	---
	558 - Buffalo	---	---	---	---	---	---
	559 - Hartford	---	---	yes	---	yes	---
	570 - Baltimore	---	yes	---	---	---	---
	635 - Pittsburgh	---	---	yes	---	yes	---
	697 - Wheeling	---	---	---	---	yes	---
	789 - Fairmont	---	---	yes	---	yes	---
SOUTHERN	829 - Boston	---	---	yes	yes	yes	---
	852 - New York	---	---	---	---	---	---
	863 - Newark	---	---	---	---	yes	---
	79 - Tampa	---	---	---	---	---	---
	270 - New Orleans	---	Wages	yes	---	---	yes
	390 - Miami	---	Wages	---	yes	---	yes
WESTERN	512 - Jacksonville	---	Wages	---	yes	---	yes
	745 - Dallas	---	---	---	---	---	---
	968 - Houston	---	---	---	---	yes	---
WESTERN	595 - Los Angeles	---	yes	yes	yes	---	yes

FOOTNOTE: 1/ Company pays the cost of medical examinations.

HOURLY WAGE RATES FOR SELECTED CLASSIFICATIONS

LOCATION	RATES AS OF	WHSEMEN (Gen'l)	SELECTOR	SHIP. or REC.	CHECKER	FORK LIFT	FEMALE
CENTRAL CONFERENCE AREA:							
20 - Toledo	1/3/1/59	2.29	2.34	2.47	2.34	-----	1.93
89 - Louisville	2/1/25/59	2.21	2.31	2.46	2.31	-----	1.70
105 - Cincinnati	3/5/3/59	2.17	2.29	2.31-46	-----	-----	1.50
135 - Ind'polis	4/2/15/59	2.19	2.27	2.37-42	2.27	-----	1.53
197 - Cleveland	5/4/1/59	2.29	-----	-----	-----	-----	1.73
200 - Milwaukee	6/11/2/58	2.385	2.535	2.685	2.685	2.635	1.735
215 - Evansville	7/2/1/59	2.02	-----	2.12	-----	-----	-----
332 - Flint	8/8/17/58	2.27	2.37	2.535	2.46	2.41	-----
337 - Detroit	8/8/17/58	2.27	2.37	2.535	2.46	2.41	1.905
377 - Youngstown							
406 - Gr. Rapids	9/4/12/59	2.30	2.40	2.51	2.40	-----	1.84
413 - Columbus	10/10/19/58	2.18	2.28	2.43	2.43	-----	1.90
627 - Peoria	11/5/25/59	2.03	2.08	-----	2.13	2.13	1.72
729 - E.St.Louis	12/7/5/59	2.20	2.325	2.475	2.425	2.375	1.68
955 - Kansas City	13/9/21/58	2.22	2.28	2.40	2.40	2.33	1.67
EASTERN CONFERENCE AREA:							
55 - Asheville	2/2/22/59	1.40	1.55	2.00	1.75	-----	-----
71 - Charlotte	14/3/15/59	1.50	1.65	2.10	1.85	1.60	1.55
110 - Altoona	15/10/4/58	2.30	2.40	2.50	2.45	2.40	2.15
169 - Philadelphia	5/1/58	2.20	-----	2.35	2.35	2.35	1.625
229 - Scranton	16/2/15/59	1.97	2.02	2.07	2.07	2.07	1.57
251 - Providence	17/3/1/59	2.325	2.375	2.475	2.475	2.425	1.73
294 - Albany	18/5/1/59	2.335	2.385	2.485	2.485	2.435	1.935
317 - Syracuse							
322 - Richmond	19/2/8/59	2.025	2.0875	2.35	2.165	2.1375	1.825
340 - Portland	20/11/1/58	2.16	2.21	2.31	2.31	-----	1.59
391 - Raleigh	21/7/13/58	1.30	1.45	1.90	1.65	1.40	1.35
404 - Springfield	22/3/1/59	2.38	2.43	2.53	2.53	2.48	1.765
505 - Huntington	23/9/21/58	2.25	-----	2.40	2.40	2.35	-----
558 - Buffalo							
559 - Hartford	25/11/3/58	2.3625	2.4425	2.5425	2.5425	2.4925	1.7575
570 - Baltimore	26/3/28/59	2.26	2.31	2.46	2.435	2.36	1.765
635 - Pittsburgh	27/10/1/58	2.89	2.995	3.24	3.165	-----	-----
697 - Wheeling	28/1/21/59	2.76	-----	-----	-----	-----	-----
789 - Fairmont	29/10/1/58	2.74	2.845	3.09	3.015	3.015	2.055
829 - Boston	30/4/1/59	2.3225	2.3725	2.4225	-----	2.4225	1.6320
852 - New York							
863 - Newark	9/14/58	2.36	2.46	2.61	-----	2.56	-----
SOUTHERN CONFERENCE AREA:							
79 - Tampa							
270 - New Orleans	31/2/1/59	1.64	1.69	1.79	1.79	1.76	-----
390 - Miami	32/3/15/59	1.40	1.55	-----	1.625	-----	1.35
512 - Jack'ville	33/3/1/59	1.58	1.68	1.835	1.735	-----	-----
745 - Dallas							
968 - Houston	34/3/14/59	1.69	-----	2.08	1.86	-----	-----
WESTERN CONFERENCE AREA:							
595 - Los Angeles	35/9/1/58	2.50	-----	2.55	2.55	2.62	2.25

NOTE: See following page for footnotes.

FOOTNOTES: (for preceding page)

	DATES	MALES	FEMALES
1/ Local 20 (Toledo, Ohio)	8-30-59 2-28-60 8-28-60 2-25-61 8-27-61	5¢ 5¢ 5¢ 5¢ 5¢	- 7¢ - 7¢ -
2/ Local 89 (Louisville, Ky.)	1-24-60 1-22-61	10¢ 9¢	3¢ 2¢
3/ Local 105 (Cincinnati, O.)	11-1-59 5-1-60 10-30-60	5¢ 4¢ 5¢	5¢ 5¢ -
4/ Local 135 (Indianapolis)	8-9-59 2-14-60 8-7-60 2-12-61	6¢ 4¢ 6¢ 4¢	5¢ - 5¢ -
5/ Local 197 (Cleveland, Ohio)	4-1-60	8¢	6¢
6/ Local 200 (Milwaukee, Wis.)	11-1-59 10-30-60	7¢ 8¢	2¢ + Cost-of-living 2¢ + adj. semi-annually
7/ Local 332 (Flint, Mich.)	8-16-59 8-21-60	7¢ 7¢	7¢ + Cost-of-living 7¢ + adj. quarterly
8/ Local 337 (Detroit, Mich.)	8-16-59 8-21-60	7¢ 7¢	7¢ + Cost-of-living 7¢ + adj. semi-annually
9/ Local 406 (Grand Rapids)	4-12-59 4-10-60	10¢ 10¢	7¢
10/ Local 413 (Columbus, Ohio)	Rates listed are for emps. with 1 year's service.		
11/ Local 627 (Peoria, Ill.)	5-25-60	10¢	10¢
12/ Local 729 (E.St.Louis, Ill.)	7-6-60	10¢	8¢
13/ Local 955 (Kansas City)	9-20-59	10¢	3¢
14/ Local 71 (Charlotte, NC)	3-20-60 3-19-61	10¢ 10¢	-
15/ Local 110 (Altoona, Pa.)	Rates listed are for emps. with 1 year's service.		
16/ Local 229 (Scranton, Pa.)	8-14-60	10¢	10¢
17/ Local 251 (Providence, RI)	12-1-59	5¢	3¢

(continued)



FOOTNOTES: (continued)

	<u>DATES</u>	<u>MALES</u>	<u>FEMALES</u>
<u>18/</u> Local 294 (Albany, N.Y.)	Rates listed are for emps. with 1 year's service.		
<u>19/</u> Local 322 (Richmond, Va.)	8-7-60	15¢	10¢
<u>20/</u> Local 340 (Portland, Me.)	Rates listed are for emps. with 2 yrs' service.		
<u>21/</u> Local 391 (Raleigh, N.C.)	7-12-59	10¢	
<u>22/</u> Local 404 (Springfield, Mass.)	Rates listed are for emps. with 2 yrs' service.		
<u>23/</u> Local 505 (Huntington, W.Va.)	9-21-59	8¢	
	Rates listed are for emps. with 1 year's service.		
<u>25/</u> Local 559 (Hartford, Conn.)	Rates listed are for emps. with 2 yrs' service.		
<u>26/</u> Local 570 (Baltimore, Md.)	4-3-60	10¢	5¢
	4-2-61	10¢	5¢
<u>27/</u> Local 635 (Pittsburgh, Pa.)	Employees with 5 years' service get additional 10¢ per hour over rate listed.		
<u>28/</u> Local 697 (Wheeling, W.Va.)	Rates listed are after 6 months' service.		
<u>29/</u> Local 789 (Fairmont, W.Va.)	Employees with 5 years' service get additional 10¢ per hour over rate listed.		
<u>30/</u> Local 829 (Boston, Mass.) Somerville	Rates listed are after 6 months' service.		
<u>31/</u> Local 270 (New Orleans)	1-31-60	6¢	
<u>32/</u> Local 390 (Miami, Florida)	12-6-59	5¢	
<u>33/</u> Local 512 (Jacksonville)	3-1-60	3½-8¢	Depending upon classification
	3-1-61	3-4¢	
<u>34/</u> Local 968 (Houston, Tex.)	3-14-60	10¢	
	3-14-61	10¢	
<u>35/</u> Local 595 (Los Angeles)	9-7-59	10¢	10¢
	9-5-60	10¢	10¢



HEALTH & WELFARE:

The following local unions have company paid Health & Welfare Programs other than the company program:

<u>CENTRAL:</u>	20 - Toledo, Ohio	- Local 20 Insurance Fund + Blue Cross
	89 - Louisville, Ky.	- Central States Southeast & Southwest Health & Welfare Fund (\$2.25 wkly)
	135 - Indianapolis, Ind.	- Central States Southeast & Southwest Health & Welfare Fund (\$2.25 wkly)
	215 - Evansville, Ind.	- Central States Southeast & Southwest Health & Welfare Fund (\$2.25 wkly)
	332 - Flint, Michigan	- Michigan Conf. of Teamsters Health & Welfare Fund (\$2.25 wkly)
	337 - Detroit, Michigan	- Michigan Conf. of Teamsters Health & Welfare Fund (\$2.25 wkly)
	406 - Grand Rapids, Mich.	- Michigan Conf. of Teamsters Health & Welfare Fund (\$2.50 wkly)
<u>EASTERN:</u>	110 - Altoona, Penna.	- Blue Cross and Blue Shield
	169 - Philadelphia, Pa.	- Teamsters Joint Council Welfare Fund (\$3.00 wkly)
	229 - Scranton, Penna.	- Blue Cross and Blue Shield
	635 - Pittsburgh, Penna.	- Blue Cross and Blue Shield
	789 - Fairmont, W. Va.	- Blue Cross and Blue Shield
<u>SOUTHERN:</u>	968 - Houston, Texas	- Central States Southeast & Southwest Health & Welfare Fund (\$2.50 wkly)
<u>WESTERN:</u>	595 - Los Angeles, Calif.	- Teamsters Food Industry Security Fund

PENSION PROGRAMS:

The following local unions have company paid Pension Plans other than company:

<u>CENTRAL:</u>	89 - Louisville, Ky.	- Central States Southeast & Southwest Pension Plan (\$2.00 wkly increases to \$3.00 on 7/23/61)
	135 - Indianapolis, Ind.	- Central States Southeast & Southwest Pension Plan (\$2.00 wkly)
	406 - Grand Rapids, Mich.	- Central States Southeast & Southwest Pension Plan (\$2.00 wkly increases to \$4.00 on 3/5/61)
<u>EASTERN:</u>	169 - Philadelphia, Pa.	- Local No. 169 Pension Plan (8¢ pr hr)
<u>WESTERN:</u>	595 - Los Angeles, Calif.	- Western Conference of Teamsters Pension Plan (\$17.30 monthly)

SICK LEAVE:

The following local unions' contracts refer to "company policy sick leave":

CENTRAL CONFERENCE:

20 - Toledo, Ohio  
89 - Louisville, Ky.  
135 - Indianapolis, Ind.  
627 - Peoria, Illinois  
729 - E. St. Louis, Ill.

EASTERN CONFERENCE:

55 - Asheville, N. C.  
71 - Charlotte, N. C.  
229 - Scranton, Penna.  
251 - Providence, R. I.  
294 - Albany, New York  
322 - Richmond, Va.  
340 - Portland, Maine  
391 - Raleigh, N. C.  
404 - Springfield, Mass.  
559 - Hartford, Conn.  
570 - Baltimore, Md.  
635 - Pittsburgh, Pa.  
789 - Fairmont, W. Va.  
829 - Boston, Mass.

SOUTHERN CONFERENCE:

270 - New Orleans, La.  
390 - Miami, Florida  
512 - Jacksonville, Fla.

WESTERN CONFERENCE:

595 - Los Angeles, Calif.

Basically, the company's sick leave plan is as follows:

Full time employees whose  
length of service with the  
Company is as follows:

Shall be entitled to the  
following schedule of  
payments:

6 months to 1 year service

1 week at full pay  
2 weeks at half pay

1 year to 2 years' service

2 weeks at full pay  
3 weeks at half pay

2 years to 5 years' service

3 weeks at full pay  
5 weeks at half pay

5 years to 10 years' service

5 weeks at full pay  
7 weeks at half pay

Over 10 years' service

7 weeks at full pay  
9 weeks at half pay

Benefits for the first three days of any illness are paid at the discretion of the company.

A & P TEA COMPANY WAGE RATES and CLASSIFICATIONS (CENTRAL)

Page 25

LOCAL 20 - TOLEDO, OHIO

EFFECT. EFFECT. EFFECT. EFFECT. EFFECT. EFFECT.  
3-1-59 8-30-59 2-28-60 8-28-60 2-25-61 8-27-61

GROUP A ----- \$2.29 \$2.34 \$2.39 \$2.44 \$2.49 \$2.54

(Regular warehousemen; Salvage labor; Banana packer; other male emps.  
not otherwise classified)

GROUP B ----- \$2.34 \$2.39 \$2.44 \$2.49 \$2.54 \$2.59

(Coffee car checker; Selectors; Coffee machine oprs.; Elevator operator;  
Coffee mixers; Banana cutters)

GROUP C: Firemen; Bldg. Mech. \$2.42 \$2.47 \$2.52 \$2.57 \$2.62 \$2.67

GROUP D ----- \$2.47 \$2.52 \$2.57 \$2.62 \$2.67 \$2.72

(Receiving clerk; Loading clerk; Inspectors; Coffee roaster)

GROUP E: Coffee Mechanic ----- \$2.69 \$2.74 \$2.79 \$2.84 \$2.89 \$2.94

GROUP F: Female employees ----- \$1.93 ----- \$2.00 ----- \$2.07 -----

New employees to be paid on the basis of 10¢ per hour below his or her classi-  
fied rate for the first 30 days of employment.

LOCAL 89 - LOUISVILLE, KENTUCKY

EFFECT. EFFECT. EFFECT.  
1-25-59 1-24-60 1-22-61

GROUP I: Receiving inspectors; Coffee roaster; coffee  
machine operator ----- \$2.46 \$2.56 \$2.65

GROUP II: Selectors; Checkers; Elevator operators;  
Coffee mixer; Banana cutters ----- 2.31 2.41 2.50

GROUP III: Pilers; Unloaders; Loaders; Salvage labor;  
Banana packers; Coffee handlers; other  
male emps. not otherwise classified ----- 2.21 2.31 2.40

Note: Inexperienced male help in the above groups to be employed  
at \$1.75 per hour. After 30 days the classified rate.

GROUP V: Mechanic ----- 2.62 2.72 2.81  
Apprentice mechanic \* ----- 2.42 2.52 2.61  
Porters and Watchmen ----- 2.03 2.06 2.08

\* Apprentice mechanic receives 5¢ per hour every 6 months until the  
mechanic rate is reached.

GROUP IV: All female employees ----- 1.70 1.73 1.75

Note: Inexperienced female help to be employed at \$1.30, after 30 days  
the classified rate.

Foreladies receive 5¢ per hour over classified rate.

A & P TEA COMPANY: WAGE RATES and CLASSIFICATIONS (CENTRAL) continued Page 26

<u>LOCAL 105 - CINCINNATI, OHIO</u>		<u>EFFECT.</u> <u>5-3-59</u>	<u>EFFECT.</u> <u>11-1-59</u>	<u>EFFECT.</u> <u>5-1-60</u>	<u>EFFECT.</u> <u>10-30-60</u>
GROUP I: Receiving inspectors (Grocery, Produce, Meat-Fish, Banana) -----	\$2.31 to 2.46	\$2.36 to 2.51	\$2.40 to 2.55	\$2.45 to 2.60	
GROUP II: Selectors (Grocery, Produce, Meat-Fish) Elevator operators; Banana cutters ---	2.29	2.34	2.38	2.43	
GROUP III: Pilers; Loaders and Unloaders; Banana Handlers -----	2.17	2.22	2.26	2.31	
Salvage laborers -----	2.10	2.15	2.19	2.24	
Other male emps. not classified -----	2.07	2.12	2.16	2.21	
GROUP IV: Female (Banana tapers) -----	1.50	1.55	----	1.60	
Other Female help not classified -----	1.35	----	----	----	
GROUP V: Fireman mechanic (head) -----	2.51	2.56	2.60	2.65	
Fireman -----	2.41	2.46	2.50	2.55	
Porters -----	1.95	2.00	2.04	2.09	

New employees to start 10¢ below classified rate and to be adjusted to classified rate after 30 days employment.

<u>LOCAL 135 - INDIANAPOLIS, INDIANA</u>		<u>EFFECT.</u> <u>2-15-59</u>	<u>EFFECT.</u> <u>8-9-59</u>	<u>EFFECT.</u> <u>2-14-60</u>	<u>EFFECT.</u> <u>8-7-60</u>	<u>EFFECT.</u> <u>2-12-61</u>
GROUP I: Receiving inspectors (Grocery, Produce, Meat-Fish, Banana)--	\$2.37 to 2.42	\$2.43 to 2.48	\$2.47 to 2.52	\$2.53 to 2.58	\$2.57 to 2.62	
GROUP II: Selectors (Grocery, Produce, Meat-Fish, Supply) -----	2.27	2.33	2.37	2.43	2.47	
Checkers; elevator operators Produce (Unloaders, Pilers, Banana handlers)						
GROUP III: Pilers; Loaders and Unloaders, Other male help not classified	2.19	2.25	2.29	2.35	2.39	
Notes: Inexperienced male help in the above groups to be employed at the hourly rate of -----						
After 30 days service -----	1.90	1.96	2.00	2.06	2.10	
After 60 days service -----	1.95	2.01	2.05	2.11	2.15	
After 90 days service the classified rates.	2.00	2.06	2.10	2.16	2.20	
GROUP IV: Female: Cafeteria -----	1.53	1.58	----	1.63	----	
Other female not classified --						
Notes: Inexperienced help in the above groups to be employed at the hourly rate of -----						
After 30 days service -----	1.38	1.43	----	1.48	----	
After 60 days service -----	1.43	1.48	----	1.53	----	
After 90 days service the classified rates.	1.48	1.53	----	1.58	----	



LOCAL 135 - INDIANAPOLIS, IND. (cont'd)

EFFECT.	EFFECT.	EFFECT.	EFFECT.	EFFECT.
2-15-59	8-9-59	2-14-60	8-7-60	2-12-61

## GROUP V: Building Operating Employees

Head Fireman Mechanic -----	\$2.47	\$2.53	\$2.57	\$2.63	\$2.67
Fireman Mechanic -----	2.37	2.43	2.47	2.53	2.57
Porters -----	1.99	2.05	2.09	2.15	2.19

LOCAL 197 - CLEVELAND, OHIO

EFFECT.	EFFECT.
4-1-59	4-1-60

Male Employees: Hiring Rate -----	\$2.09	\$2.17
After 30 days service -----	2.19	2.27
After 60 days service -----	2.29	2.37

Female Employees: Hiring Rate -----	1.51	1.57
After 30 days service -----	1.61	1.67
After 60 days service -----	1.73	1.79

LOCAL 200 - MILWAUKEE, WISCONSIN

EFFECT.	EFFECT.	EFFECT.
11-2-58	11-1-59	10-30-60

GROUP 1: Working Foremen -----	\$2.835	\$2.905	\$2.985
GROUP 2: Receiving clerks; Inspectors; Checkers -----	2.685	2.755	2.835
GROUP 3: Power driven stacking machine operator -----	2.635	2.705	2.785
GROUP 4: Selectors; Elevator men; Piler floormen; Baling Machine oprs.; Empty operating dept. -----	2.535	2.605	2.685
GROUP 5: All other warehouse employees: 1st 30 days ---	2.09	2.16	2.24
2nd 30 days ---	2.18	2.25	2.33
3rd 30 days ---	2.23	2.30	2.38
Thereafter ----	2.385	2.455	2.535
FEMALE: Other Female help -----	1.735	1.76	1.785
Potato Repacks: Hired prior to Oct. 31, 1953 ---	1.91	1.935	1.96
Hired after Oct. 31, 1953 -----	1.76	1.785	1.81

All employees covered by this agreement shall be covered by cost-of-living adjustment at 6-month intervals.

LOCAL 215 - EVANSVILLE, INDIANA (Contract expires 8/1/59)

EFFECT.
2-1-59

Receiving inspectors -----	\$2.12
All other male employees -----	2.02

Note: Inexperienced male help to be employed at \$1.35 per hour. After 30 days to classified rate.

A & P TEA COMPANY: WAGE RATES and CLASSIFICATIONS (CENTRAL) continued Page 28

	EFFECT. 8-17-58	EFFECT. 8-16-59	EFFECT. 8-21-60
<u>LOCAL 322 - FLINT, MICHIGAN</u>			
Porters -----	\$2.20½	\$2.27½	\$2.34½
Unloaders & Loaders; Pilers; Salvage labor -----	2.27	2.34	2.41
Selectors -----	2.37	2.44	2.51
Fork truck operators -----	2.41	2.48	2.55
Building maintenance men -----	2.59	2.66	2.73
Produce checkers -----	2.46	2.53	2.60
Receiving & Shipping checkers -----	2.53½	2.60½	2.67½

Rates subject to quarterly cost-of-living adjustments.

	EFFECT. 8-17-58	EFFECT. 8-16-59	EFFECT. 8-21-60
<u>LOCAL 337 - DETROIT, MICHIGAN</u>			
Group 1: Receiving inspector; Supply room head -----	\$2.53½	\$2.60½	\$2.67½
Group 2: Checkers; Beef processors -----	2.46	2.53	2.60
Group 3: Selectors; Elevator oprs.; Banana cutters;			
Car receivers -----	2.37	2.44	2.51
Fork truck operators -----	2.41	2.48	2.55
Group 4: Pilers; Loaders & Unloaders; Banana handlers;			
Salvage labor; all other male help not			
otherwise classified -----	2.27	2.34	2.41
FEMALE: Cafeteria cook -----	2.18½	2.25½	2.32½
Ass't cafeteria cook; All other Foreladies -----	2.07½	2.14½	2.21½
Misc. semi-skilled (after 6 mos service) -----	1.97	2.04	2.11
All other female help -----	1.90½	1.97½	2.04½
BUILDING OPERATING: Licensed electrician -----	2.69	2.76	2.83
Refrigerstion machine & Boiler opr.			
and General maintenance mechs. ---	2.59	2.66	2.73
Porters -----	2.20½	2.27½	2.34½

Rates subject to quarterly cost-of-living adjustments.

	EFFECT. 4-12-59	EFFECT. 4-10-60
<u>LOCAL 406 - GRAND RAPIDS, MICHIGAN</u>		
GROUP 1: Receiving inspectors -----	\$2.51	\$2.61
GROUP 2: Checkers (Grocery, Meat & Salvage depts.); Supply room		
head; Selectors; Elevator opr.; Head piler (Grocery)		
Banana Cutters -----	2.40	2.50
GROUP 3: Pilers; Loaders & Unloaders; Salvage labor; Banana		
packers; Repack stockmen; Other male not classified	2.30	2.40
GROUP 4: FEMALE: Not otherwise classified -----	1.84	1.91
Egg candlers; Egg packers; Packaging -----	1.72	1.79
GROUP 5: BUILDING EMPLOYEES: Firemen & Mechanics -----	2.51	2.61
Mechanics helper -----	2.27	2.37
Watchmen; Porters -----	2.02	2.12

LOCAL 406 - GRAND RAPIDS, MICHIGAN (continued)

EFFECT. EFFECT.  
4-12-59 4-10-60

Starting Rates: Males -----	\$2.13	\$2.23
(After 30 days, classified rate)		
Females to be employed at -----	1.57	1.64
After 30 days service -----	1.62	1.69
After 30 additional days service -----	1.67	1.74
After 60 additional days service, classified rate.		

Hourly wege rates shall be subject to semi-annual cost-of-living adjustments.

LOCAL 413 - COLUMBUS, OHIO (Contract expires 10-18-59)

EFFECT.  
10-19-58

Unloaders; Pilers; Porters; General warehouse; Packers; Elevator oprs.; Empties operating -----	\$2.18
Machine operators -----	2.25
Head cigarette man; Selectors; Banana cutter -----	2.28
Head banana man; Laundry man -----	2.38
Receiving & Shipping checkers; Supply dept. man -----	2.43
FEMALE: Egg candler -----	1.95
Floor Lady -----	2.05
Starting Rates: Males: Hiring -----	2.03
After 3 months -----	2.08
After 6 months -----	2.13
After 1 year -----	2.18
Females: Hiring rate -----	1.875
After 3 months -----	1.90

LOCAL 627 - PEORIA, ILLINOIS

EFFECT. EFFECT.  
5-25-59 5-25-60

General warehouse employees: 1st 30 days -----	\$1.95	\$2.06
Thereafter -----	2.03	2.13
Selectors: 1st 30 days -----	2.01	2.11
Thereafter -----	2.08	2.18
Checkers -----	2.13	2.23
Lift Truck operators -----	2.13	2.23
FEMALE Warehouse employees -----	1.72	1.82

**A & P TEA COMPANY: WAGE RATES and CLASSIFICATIONS (CENTRAL)** continued Page 30

LOCAL 729 - EAST ST. LOUIS, ILLINOIS

EFFECT.	EFFECT.
7-5-59	7-6-60

General warehouse employees:	1st 30 days -----	\$2.10	\$2.20
	Thereafter -----	2.20	2.30
Selectors:	1st 30 days -----	2.225	2.325
	Thereafter -----	2.325	2.425
Forklift operators:	1st 30 days -----	2.275	2.375
	Thereafter -----	2.375	2.475
Checkers -----		2.425	2.525
Receivers -----		2.475	2.575
Maintenance lead man -----		2.425	2.525
Maintenance (Others) -----		2.325	2.425
 Female warehouse employees -----		 1.68	 1.76

LOCAL 955 - KANSAS CITY, MISSOURI

EFFECT. EFFECT.  
9-21-58 9-20-59

Group 1:	Receiving and Shipping clerks; Inspectors; Checkers--	\$2.40	\$2.50
Group 2:	Fork lift operator -----	2.33	2.43
Group 3:	Selectors; Order fillers -----	2.28	2.38
Group 4:	General Warehousemen: 1st 30 days -----	2.10	2.20
	After 30 days -----	2.22	2.32
Group 5:	Female employees -----	1.67	1.70

LOCAL 55 - ASHEVILLE, NORTH CAROLINA (EASTERN)

EFFECT.  
2-22-59

Shipping clerks -----	\$2.00
Checkers -----	1.75
Selectors -----	1.55
General labor -----	1.40
Banana cutters -----	1.60

New employees shall be paid 15¢ per hour less than the above rates for the first 90 days.

LOCAL 71 - CHARLOTTE, NORTH CAROLINA

EFFECT. EFFECT. EFFECT.  
3-15-59 3-20-60 3-19-61

Receiving and Shipping clerks -----	\$2.10	\$2.20	\$2.30
Checkers -----	1.85	1.95	2.05
Selectors -----	1.65	1.75	1.85
Lift truck operators -----	1.60	1.70	1.80
General labor & Trans. tractor operators -----	1.50	1.60	1.70
Egg Cenders and Female help -----	1.55	1.65	1.75
Maintenance mechanics -----	2.25	2.35	2.45
Journeyman mechanics -----	1.75	1.85	1.95
Banana cutters, Scalers and Packers -----	1.70	1.80	1.90

New employees rate shall be 15¢ per hour less than the above for the first 90 days.



LOCAL 110 - ALTOONA, PENNSYLVANIA (Contract expires 10-4-59) EFFECT.  
10-4-58

FEMALE:	First 6 months of service -----	\$1.80
	2nd 6 months of service -----	1.85
	After 1 year -----	1.90
MALES:	First 6 months of service -----	2.10
	2nd 6 months of service -----	2.20
	After 1 year: Group 1: Unloaders; Pilers; Porters; Watchmen; General warehouse; Empties dept. ---	2.30
	Group 2: Selectors; Elevator oprs.; Assemblers; Hi-lift oprs.; Repackers; Banana men -----	2.40
	Group 3: Floor checkers; Fish man; Stockers ---	2.45

LOCAL 169 - PHILADELPHIA, PENNSYLVANIA (Contract expires 8/1/59) EFFECT.  
5-1-58

Female Labor - General -----	\$1.625
Labor - Light -----	2.15
General -----	2.20
In Coolers -----	2.225
Order Assemblers; Machine operators (male) -----	2.20
Checkers; Receivers; Fork lift truck oprs.; Men in charge of floors ----	2.35
Machine set-up man; Hand operated (elevating type) fork lift oprs. ----	2.225
Jitney operators -----	2.275
Cold storage men -----	2.40
Elevator man -----	2.25
Coffee Roasters - Learners -----	2.175
Journeyman -----	2.30
Maintenance men -----	2.44125
Men in charge of All Floors -----	2.40
Warehouse office work: Male clerks -----	2.045
Female clerks -----	1.6675

A & P TEA COMPANY: WAGE RATES and CLASSIFICATIONS (EASTERN) continued Pg.32

	EFFECT. 2-15-59	EFFECT. 8-14-60
<u>LOCAL 229 - SCRANTON, PENNSYLVANIA</u>		
Group 1: General warehousemen; Assemblers; Carmen; Palletmen; Pilers; Jack ops.; Porters; Shipping ass'ts. ---	\$1.97	\$2.07
Group 2: Selectors; Car checkers; Work saver fork ops.; Inventory men -----	2.02	2.12
Group 3: Inspectors; Order checkers; Shippers; Receivers; Fork lift operators (rider type) -----	2.07	2.17
Group 4: Section leaders; Department heads -----	2.27	2.37
Group 5: Egg Canners -----	1.62	1.72
Group 6: General Female help -----	1.57	1.67
GENERAL OPERATION: Maintenance -----	2.10	2.20

	EFFECT. 3-1-59	EFFECT. 12-1-59
<u>LOCAL 251 - PROVIDENCE, RHODE ISLAND</u>		
Truck dispatcher & Alternate -----	\$2.525	\$2.58
Receivers; Checkers; Inspectors -----	2.475	2.53
High-lift tractor operators -----	2.425	2.48
Selectors; Tractor opr.; Empties dept. tally man -----	2.375	2.43
General warehouse help -----	2.325	2.38
Maintenance mechanics - minimum -----	2.475	2.53
Females: Grocery selectors; Egg candlers -----	1.76	1.79
General warehouse help -----	1.73	1.76

Male employees under 6 months seniority shall be paid 10¢ per hour less and those with 6 months to 2 years seniority 5¢ less than the rates specified above.

Female employees under 6 months seniority shall be paid 6¢ per hour less and those with 6 months to 2 years seniority 3¢ less than the rates specified above.

	EFFECT. 5-1-58	EFFECT. 5-1-59
<u>LOCAL 294 - ALBANY, NEW YORK</u>		
Head checker; Receiver -----	\$2.48½	\$2.58½
Receivers; Checkers; Inspectors; Shippers -----	2.38½	2.48½
High lift tractor operators -----	2.33½	2.43½
Selectors; Tractor ops.; Banana cutter -----	2.28½	2.38½
Class "A" mechanics -----	2.48½	2.58½
Boiler room attendants and Class "B" mechanics -----	2.38½	2.48½
General warehouse -----	2.23½	2.33½
Female: Supply dept. assistant -----	1.96	2.06
Egg candlers -----	1.86	1.96
General warehouse -----	1.83½	1.93½

Rates listed apply to employees with over 1 year of service.

	EFFECT. 2-8-59	EFFECT. 8-7-60
<u>LOCAL 322 - RICHMOND, VIRGINIA</u>		
Working Foremen -----	\$2.475	\$2.625
Receivers & Shippers -----	2.35	2.50
Checkers -----	2.1625	2.3125
Selectors -----	2.0875	2.2375
Elevating lift truck operators -----	2.1375	2.2875
Warehousemen -----	2.025	2.175
Egg Candler: 1st year -----	1.825	1.925
After 1 year -----	1.90	2.00
Female employees -----	1.825	1.925
Shipping assistants -----	1.875	1.975
Maintenance men -----	2.275	2.425

Any new employee hired for any of the above classifications shall start at \$4.00 per week less than the specified rate for the first 30 days. At the end of the 30 days, the employee shall receive the rate specified for the classification for which hired.

	EFFECTIVE 11-1-58		
	Under 6 mos Full-time Service	6 mos to 2 yrs Full-time Service	Over 2 yrs. Full-time Service
<u>LOCAL 340 - PORTLAND, MAINE</u>			
(Contract expires 10-31-59)			
Receivers; Checkers; Inspectors; Shippers -----	\$2.21	\$2.26	\$2.31
Selectors -----	2.11	2.16	2.21
General warehouse help -----	2.06	2.11	2.16
Female: Selectors -----	1.54	1.56 $\frac{1}{2}$	1.60-3/4
General warehouse help ---	1.54	1.56 $\frac{1}{2}$	1.59

Part-time and temporary workers shall be paid at the lowest rate in the respective job classifications (not eligible for length of service increases).

	EFFECT. 7-13-58	EFFECT. 7-12-59
<u>LOCAL 391 - RALEIGH, NORTH CAROLINA</u>		
Receiving and Shipping clerks -----	\$1.90	\$2.00
Checkers -----	1.65	1.75
Selectors -----	1.45	1.55
Lift truck operators -----	1.40	1.50
General labor & Trans-tractor operators -----	1.30	1.40
Egg candler and Female help -----	1.35	1.45
Maintenance mechanics -----	2.05	2.15
Banana cutters, Scalers and Packers -----	1.50	1.60

New employees rate shall be 10¢ per hour less than the above for the first 90 days employment.

LOCAL 404 - SPRINGFIELD, MASS. (Contract expires 2-29-60)	EFFECTIVE 3-1-59		
	Under 6 mos	6 mos to 2 yrs	Over 2 yrs.
	Full-time Service	Full-time Service	Full-time Service
Working foremen -----	\$2.53	\$2.58	\$2.63
Receivers; Checkers; Inspectors and Shippers -----	2.43	2.48	2.53
Tally men -----	2.33	2.38	2.43
Hi-lift tractor operators -----	2.38	2.43	2.48
Selectors; Meat breakdown men -----	2.33	2.38	2.43
General warehouse help -----	2.28	2.33	2.38
Female employees -----	1.71½	1.74	1.76½

Part-time workers shall be paid at the lowest rate in the respective job classification (not eligible for length of service increases).

LOCAL 504 - HUNTINGTON, WEST VIRGINIA	EFFECT. 9-21-58	EFFECT. 9-21-59
Males: Starting wage -----	\$1.95	\$2.03
After 3 months -----	2.05	2.13
After 1 year -----	2.25	2.33
General warehouse; Repackers; Selectors -----	2.25	2.33
Head banana man; Fork lift operators -----	2.35	2.43
Receiving and Shipping checkers -----	2.40	2.48

LOCAL 559 - HARTFORD, CONNECTICUT (Contract expires 11-2-59)	EFFECTIVE 11-3-58		
	Under 6 mos	6 mos to 2 yrs	Over 2 yrs.
	Full-time Service	Full-time Service	Full-time Service
Working foremen -----	\$2.54½	\$2.59½	\$2.64½
Receivers; Loading checkers; Supply Department head -----	2.44½	2.49½	2.54½
Tally men -----	2.39½	2.44½	2.49½
High lift tractor operators -----	2.39½	2.44½	2.49½
Selectors -----	2.34½	2.39½	2.44½
Belling Machine operators -----	2.31½	2.36½	2.51½
General warehouse help -----	2.26½	2.31½	2.36½
Maintenance mechanics -----	2.39½	2.44½	2.49½
" " helper -----	2.29½	2.34½	2.39½
Female: Floor commodity checkers; Supply & Laundry selectors; Coffee maker -----	1.7275	1.7775	1.8075
General warehouse help -----	1.6775	1.7275	1.7575

Part-time workers shall be paid at the lowest rate in the general warehouse classifications (not eligible for length of service increases).



A & P TEA COMPANY: WAGE RATES and CLASSIFICATIONS (EASTERN) continued Pg. 35

<u>LOCAL 570 - BALTIMORE, MARYLAND</u>	<u>EFFECT.</u> <u>3-28-59</u>	<u>EFFECT.</u> <u>4-3-60</u>	<u>EFFECT.</u> <u>4-2-61</u>
Receiving & Shipping -----	\$2.46	\$2.56	\$2.66
Checkers -----	2.435	2.535	2.635
Warehousemen -----	2.26	2.36	2.46
Selector -----	2.31	2.41	2.51
Fork lift operators -----	2.36	2.46	2.56
Operators (Coffee) -----	2.39	2.49	2.59
Green coffee handlers -----	2.34	2.44	2.54
Female help -----	1.765	1.765	1.765
Shipping assistant (Male) -----	2.26	2.36	2.46
(Female) -----	1.83	1.88	1.93

MINIMUM RATES  
EFFECTIVE  
10-1-58

LOCAL 635 - PITTSBURGH, PA. (Homewood Grocery Warehouse)  
(Contract expires 10-1-59)

Male help hired at -----	\$2.89
Group 1: Repack room; Car unloaders; Pilers; Porters; Salvage men; Handy men; All other warehousemen -----	2.89
Group 2: Selectors; Assemblers; Elevator operators; Re-bag men; Re-pack men -----	2.99½
Group 3: Floor checkers; Loading checkers -----	3.16½
Group 4: Receivers; Maintenance men; Supply room men; Floor captains -----	3.24

Employees with 5 years or more service shall receive an additional 10¢ per hour.

MINIMUM RATES  
EFFECTIVE  
1-21-59

LOCAL 697 - WHEELING, W. VIRGINIA (Contract expires 1-17-60)

Male employees: Starting rate -----	\$2.71
After 6 months continuous employment -----	2.76

MINIMUM RATES  
EFFECTIVE  
10-1-58

LOCAL 789 - FAIRMONT, W. VIRGINIA (Contract expires 10-1-59)

Group 1: Warehousemen -----	\$2.74	
Group 2: Selectors; Reconditioning; Produce repack; Head Packers supply man; Egg room man; Produce inventory -----	2.84½	
Group 3: Floor checkers; Receiving checkers; Fork lift; Inspectors Banana man helper; Maintenance helper; Section leader	3.01½	Hired
Group 4: Receiver; Maintenance man; Head banana man; Loading checker -----	3.09	After 10-1-57
Females: General employees -----	2.05½	= \$1.73
Candlers; Cigarette girls -----	2.14	= 1.81½
Floor lady -----	2.19	= 1.86½

Employees with 5 years or more service shall receive an additional 10¢ per hour.

A & P TEA COMPANY: WAGE RATES and CLASSIFICATIONS (EASTERN) continued Pg. 36

		EFFECT.
<u>LOCAL 829 - SOMERVILLE, MASS. (Contract expires 4-1-60)</u>		<u>4-1-59</u>
Coffee roaster; Checkers; Hi-lift tractor oprs.; Receiving inspectors;		
Receivers -----	\$2.4225	
Selectors; Low-lift tractor operators -----	2.3725	
Scale men; Produce tally men; Coffee Heaser opers.; Laundry-men -----	2.3425	
Coopers; Tally men; Car men; Pilers; Elevator men; Repack assemblers;		
Benene dept; Beler operators -----	2.3225	
Coffee General; Egg handlers -----	2.2925	
Empties operating general; Janitors; Bread handlers; Office male -----	2.2425	
Females: Selectors; Egg candlers (1000 hours) -----	1.7320	
Egg candlers -----	1.6820	
Egg peckers; Coffee packers; Cello packers; Repack -----	1.6320	

		EFFECT.
<u>LOCAL 863 - NEWARK, NEW JERSEY (Contract expires 9-19-59)</u>		<u>9-14-58</u>
Electric saw oper. (Ex. Biro Saw Opr.) -----	\$2.635	
Receiving checkers -----	2.61	
Shipping checkers; For truck operators -----	2.56	
Porters and new employees -----	2.01	
Meat cutters -----	2.51	
Selectors; Elevator operators -----	2.46	
Meat general warehousemen (after 4 weeks) -----	2.41	
General warehousemen (after 4 weeks) -----	2.36	
Egg Candlers & Packers - Prepackagers: Start -----	1.625	
After 3 months -----	1.785	
After 6 months -----	1.86	
After 9 months -----	1.935	

		EFFECT.	EFFECT.
<u>LOCAL 270 - NEW ORLEANS, LOUISIANA (SOUTHERN)</u>		<u>2-1-59</u>	<u>1-31-60</u>
Receiving and Shipping clerks -----	\$1.79	\$1.85	
Checkers -----	1.79	1.85	
Selectors -----	1.69	1.75	
Fork lift operators -----	1.76	1.82	
Trans Tractor opers.; Egg candlers; Banana cutters & scalers-	1.64	1.70	
General warehouse labor (Porters, Cigarette stampers, un-			
loaders, Pilers, Repack help,			
Banana packers, Loaders and other			
general labor) -----	1.64	1.70	

New employees rate shall be 15¢ per hour less than the above for the first 30 days.

A & P TEA COMPANY: WAGE RATES and CLASSIFICATIONS (SOUTHERN) continued Pg. 37

<u>LOCAL 390 - MIAMI, FLORIDA</u>	(First contract)	EFFECT. 3-15-59	EFFECT. 12-6-59
Checkers -----		\$1.625	\$1.675
Selectors -----		1.55	1.625
General warehouse labor -----		1.40	1.45
Female -----		1.35	1.40
Truck drivers -----		1.70	1.75
Truck helpers -----		1.40	1.45

New employees rate shall be 15¢ per hour less than the above for the first 60 days. A 5¢ per hour premium pay will be given to employee working in the Frozen Food Dept. for such time worked in that department.

<u>LOCAL 512 - JACKSONVILLE, FLORIDA</u>	EFFECT. 3-1-59	EFFECT. 3-1-60	EFFECT. 3-1-61
Receiving & Shipping clerks -----	\$1.83 $\frac{1}{2}$	\$1.87	\$1.90
Checkers -----	1.73 $\frac{1}{2}$	1.77	1.80
Selectors -----	1.68	1.76	1.80
General warehouse labor -----	1.58	1.66	1.70
Banana Cutters & Scales -----	1.63	1.71	1.75
Coffee roasters & Machine operators -----	1.88 $\frac{1}{2}$	1.92	1.95
Coffee dumpers & Packers -----	1.68 $\frac{1}{2}$	1.72	1.75
Elevator operator -----	1.63	1.71	1.75
Truck driver -----	1.88 $\frac{1}{2}$	1.92	1.95

New employees rate shall be 15¢ per hour less than the above for the first 30 days.

<u>LOCAL 968 - HOUSTON, TEXAS</u>	EFFECT. 3-14-59	EFFECT. 3-14-60	EFFECT. 3-14-61
Maintenance men -----	\$2.54	\$2.64	\$2.74
Shipping and Receiving clerks -----	2.08	2.18	2.28
Order fillers and Checkers -----	1.86	1.95	2.04
Warehousemen; Janitors; Loaders; Unloaders; and Egg Candlers -----	1.69	1.79	1.89

Lead men when required by employer shall be paid 10¢ per hour above the rate of the group classification in which they lead.

Ten cents (10¢) per hour below the rate may be paid to employees during their 45-day trial period.

<u>LOCAL 595 - LOS ANGELES, CALIFORNIA</u>		<u>EFFECT.</u> <u>9-1-58</u>	<u>EFFECT.</u> <u>9-7-59</u>	<u>EFFECT.</u> <u>9-5-60</u>
CLASS I: Working foreman -----		\$2.72	\$2.82	\$2.92
CLASS II: Stacker Machine Operators -----		2.62	2.72	2.82
Sub-Foremen; Dept. heads; Floor supts.;				
Shipping clerks; Receiving clerks;				
Checkers; Jack men; Train men -----		2.55	2.65	2.75
CLASS III: Warehouse labor; Pilers; Stackers;				
Loaders and Unloaders; Order men;				
Cleanup men with over 3 months				
experience -----		2.50	2.60	2.70
Inexperienced: 1st 30 days -----		2.32	2.42	2.52
Next 30 days -----		2.37	2.47	2.57
Next 30 days -----		2.42	2.52	2.62
CLASS IV: Women employees with over 3 mos exper.--		2.25	2.35	2.45
Inexperienced: 1st 30 days -----		2.09	2.19	2.29
Next 30 days -----		2.15	2.25	2.35
Next 30 days -----		2.20	2.30	2.40
EXTRA EMPLOYEES: Over 3 months experience -----		2.50	2.60	2.70
Inexperienced: 1st 30 days -----		2.32	2.42	2.52
Next 30 days -----		2.37	2.47	2.57
Next 30 days -----		2.42	2.52	2.62



## Inter-Office Communication

From the Office of Samuel Baron

Date October 28, 1958

To Harold Gibbons, Director  
National Warehouse Division

Subject A & P  
Miami Beach, Florida  
Jacksonville, Florida  
New Orleans, Louisiana

I previously reported to you the factors that had drastically changed A & P's attitude toward us in the South. I had made several attempts to straighten out the fraction but with no success. During our conference with President Hoffa in Florida on October 3rd re Sears-Roebuck, Southern Director Miller, International Representative Morgan and the Miami local officers asked me to make another attempt. I did so, with a little more success. Even though still angry about what they thought was unfair treatment on the part of some local unions in the South, Mr. Fella and Lloyd, the two top officers of A & P in the South agreed to a meeting, which was turned down originally, in Miami Beach, Florida, October 16th. Present were Brother Miller, Morgan and myself. Available were, Brother Winters, New Orleans, Hall, Jacksonville, Florida and officers of our local union in Miami Beach. After two sessions on October 16th and 17th, the company agreed. TRADE DIVISION

Wise - A & P Tea Co.

X

X

# Inter-Office Communication

From the Office of

To

Subject

Date

1. - Jacksonville. Theo Hamilton notorious anti-union lawyer should be withdrawn from negotiations. (contract carrier)
2. - New Orleans - Negotiations should begin and a fair contract to be agreed upon. (Contract Carrier)
3. - Miami Beach (Warehouse) Company's appeal to NLRB withdrawn. A new consent election. A Company statement on Bulletin Board in effect advising employees that the Company is not anti-union.

MR. JAMES R. HOFFA

*File*



# INTERNATIONAL BROTHERHOOD OF TEAMSTERS-CHAMBERS WAREHOUSE DIVISION OF AMERICA

OFFICE OF  
JAMES G. MOFFA, General President  
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D. C.

March 4, 1958

TRADE DIVISION

*Warehouse - Great  
Atlantic and Pacific  
Tea Company*

TO TEAMSTER LOCAL UNIONS HAVING CONTRACTS  
COVERING GROCERY WAREHOUSE OPERATIONS OF  
THE GREAT ATLANTIC & PACIFIC TEA COMPANY

Dear Sir and Brothers:

We are enclosing for your information and files a copy  
of the current survey of The Great Atlantic & Pacific Tea Company.

This survey is designed primarily to assist local unions  
in their contractual negotiations with A & P and we hope the in-  
formation contained herein will prove helpful in your dealings  
with this grocery firm.

With regards and best wishes, I am

Fraternally yours.

*Sam Baron*  
Samuel Baron, Field Director  
National Warehouse Division

b:1

Enc.

cc: International Officers  
Area Conference Chairmen  
Area Warehouse Divisions



SURVEY OF:

THE GREAT ATLANTIC AND PACIFIC TEA COMPANY

TABLE OF CONTENTS

	PAGE
BACKGROUND ON COMPANY -----	1
FINANCIAL DATE -----	2
DIRECTORY OF IBT LOCALS -----	3,4,5
NON-IBT LOCATIONS -----	6
MAP OF A & P GROCERY WAREHOUSE LOCATIONS -----	7
CONTRACT EXPIRATION DATES -----	8
HOURLY WAGE INCREASES NEGOTIATED SINCE January 1, 1957 -----	9
IMPROVEMENTS NEGOTIATED (other than wages) SINCE January 1, 1957 --	10
CONTRACT SUMMARIES:	
Union Security Provisions -----	11
Vacation Provisions -----	12
Premium Pay Provisions -----	13
Paid Non-Productive Time Provisions -----	14
Wage Rates for Selected Classifications -----	15
Wage Rates by Conference Area and Local Union -----	16 - 29
Sick Leave Provisions -----	30
Health & Welfare Provisions -----	31,32

NATIONAL WAREHOUSE DIVISION

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS

25 Louisiana Ave. NW, Washington 1, DC

H. J. GIBBONS, CHAIRMAN - - - - - JOSEPH M. DILLON, SECRETARY

SAMUEL BARON, FIELD DIRECTOR

JANUARY, 1958

BACKGROUND ON COMPANY

The Great Atlantic & Pacific Tea Company is the largest chain grocery organization operating about 4200 retail food stores throughout the U.S. and Canada. In recent years the company has combined many of its small stores into large supermarkets or self-service stores which carry complete lines of groceries, vegetables, fresh meats, fruits, baked goods, delicatessen and other edible products. These stores are usually in important shopping districts in urban and suburban communities.

The company maintains an extensive buying organization in the U.S. for the purchase of fresh fruits and vegetables and has agents in the various food producing centers of the world. American Coffee Corporation, a subsidiary, is the world's largest coffee purchaser with many offices in Brazil and Colombia. Other A & P subsidiaries include Nakat Packing Corporation (the foremost packer of salmon); Quaker Maid Company (a leading manufacturer and processor of food products); and Whitehouse Milk Company (producer of large quantities of condensed and evaporated milk).

To supply its retail outlets, the company maintains numerous general warehouses, and others for handling produce, meat, fish, and butter. It also operates 35 bakeries, three cheese processing plants, two milk plants, one creamery, six general factories, and nine coffee roasting plants.

Company sales for fiscal year ending February, 1957 amounted to about \$4,481,850,000 as compared to sales amounting to \$4,304,990,000 for the previous year. Net income which has shown a steady increase since 1953 amounted to more than 41 million last year - an increase of approximately 18% over the preceding year.

Expansion: A & P is having a major distribution center established on a 48-acre tract in Elmsford, N.Y. Three large warehouses and two smaller buildings will total 360,000 sq. ft. of floor space. Cost, including property, has been estimated at \$4,000,000. This is scheduled to open in early January, 1958 and will be covered by Teamster Local 852's contract.

In March, 1957, the company announced plans for the establishment of a \$1,250,000 meat processing warehouse at Charlotte, N.C.; and in April, 1957 advices from Miami said the company would build a warehouse there at a cost of \$2 million.

Officers of the company are: R. W. Burger, president; J. D. Ehr Gott, treasurer; and J. J. Reilly, secretary. Chairman G. L. Hartford died in Sept. 1957.

FINANCIAL DATA:

The company's consolidated income account for years ended February 1956 and 1957 is as follows:

	Year ended February 28:		% of Increase
	1957	1956	
Sales -----	\$4,481,852,081	\$4,304,990,650	3.27%
Net before taxes	90,375,616	77,174,804	
Federal income taxes	48,500,000	41,800,000	
Net Income -----	41,875,616	35,374,804	18.3 %
\$7 preferred earnings	\$161.52	\$136.44	
Common earnings	19.21	16.09	
<b>ASSETS:</b>			
Land & buildings	3,672,941	3,865,551	
Equipment & fixtures	133,497,090	120,989,416	
Goodwill	1	1	
Deferred charges	12,595,362	11,869,793	
<b>CURRENT ASSETS:</b>			
Cash	149,751,070	144,567,284	
Accounts receivable	7,655,677	6,703,460	
Merchandise	238,074,677	221,900,764	
Total Current Assets	395,481,424	373,171,508	5.9 %
Total Assets -----	545,246,818	509,896,269	
<b>LIABILITIES:</b>			
7% 1st pfd. per \$100	25,926,200	25,926,200	
Common Stock	36,306,100	36,306,100	
Sub. pfd. stock	10,000	10,000	
Reserve for self ins.	5,225,194	4,235,672	
Other reserve	----	769,731	
Surplus -----	300,157,884	274,697,786	9.2 %
<b>CURRENT LIABILITIES:</b>			
Accounts payable, etc.	138,431,811	130,025,052	
Tax reserve	39,189,629	37,925,728	
Total Current Liabilities	177,621,440	167,950,780	
Total Liabilities -----	545,246,818	509,896,269	
Net Working Capital -----	217,859,984	205,220,728	6.1 %

DIRECTORY OF TEAMSTER LOCALS HAVING A & P GROCERY WAREHOUSES ORGANIZED

CENTRAL CONFERENCE:

- # 20 - TOLEDO, OHIO  
Wesley Melinka, S-T  
435 South Hawley St.  
Phone: Cherry 8-5351
- # 89 - LOUISVILLE, KENTUCKY  
Marion Winstead, S-T  
813 South First St.  
Phone: Juniper 7-6581
- #105 - CINCINNATI, OHIO  
Charles Klute, S-T  
217 West 12th Street  
Phone: Parkway 1-2537
- #135 - INDIANAPOLIS, INDIANA  
Gene San Soucie, Pres.  
1233 Shelby Street  
Phone: Melrose 5-5581
- #197 - CLEVELAND, OHIO  
Elroy R. Voelzow, S-T  
2070 East 22nd Street  
Phone: Main 1-0761
- #200 - MILWAUKEE, WISCONSIN  
Frank H. Ranney, S-T  
816 West National Ave.  
Phone: Mitchell 5-2190
- #215 - EVANSVILLE, INDIANA  
Clifford Arden, S-T  
216 N. Fulton Ave.  
Phone: Harrison 5-5169
- #332 - FLINT, MICHIGAN  
Claude Sutton, S-T  
116 E. Pasadena Ave.  
Phone: Sunset 9-1557
- #337 - DETROIT, MICHIGAN  
Robert Holmes, S-T  
2741 Trumbull Avenue  
Phone: Woodward 2-7879

- #406 - GRAND RAPIDS, MICHIGAN  
Patrick E. Mackey, S-T  
436 Ottawa Avenue, NW  
Phone: Glendale 9-0161
- #413 - COLUMBUS, OHIO  
James R. Hoffa, Trustee  
c/o Don Pfeiffer, S-T  
233 South High Street  
Phone: Capitol 1 6819
- #544 - MINNEAPOLIS, MINNESOTA  
Sidney Brennan, S-T  
706 First Avenue, North  
Phone: Federal 9-1431
- #627 - PEORIA, ILLINOIS  
W. V. Hughes, S-T  
400 North State Street  
Phone: 4-9146
- #729 - E. ST. LOUIS, ILLINOIS  
Thomas J. Warwick, S-T  
738 North 10th Street  
Phone: Upton 4-0352
- #955 - KANSAS CITY, MISSOURI  
H. J. Gibbons, Trustee  
c/o W. R. Sherry, S-T  
116 West Linwood Blvd.  
Phone: Logan 1-4717

EASTERN CONFERENCE:

- # 55 - ASHEVILLE, NORTH CAROLINA  
A. L. Gunter, Trustee  
c/o Hugh Rutledge  
P. O. Box 8143  
Phone: Alpine 3-1693
- # 71 - CHARLOTTE, NORTH CAROLINA  
A. L. Gunter, Trustee  
5100 North Tryon Street  
Phone: Franklin 6-4876



## DIRECTORY (Continued)

## EASTERN CONFERENCE (continued)

- #110 - ALTOONA, PENNSYLVANIA  
Chas. H. Frick, S-T  
238 Market Street  
Johnstown, Penna.  
Phone: 9-8197
- #169 - PHILADELPHIA, PENNA.  
Edward Fadigan, S-T  
1239-41 West Girard St.  
Phone: Poplar 3-4877
- #229 - SCRANTON, PENNSYLVANIA  
John A. Durkin, S-T  
602 Linden Street, Rm 200  
Phone: Diamond 4-7219
- #251 - PROVIDENCE, RHODE ISLAND  
Alexander Hylek, S-T  
4 Ann Street  
Phone: Gaspee 1-8705
- #294 - ALBANY, NEW YORK  
Rocco DePerno, Trustee  
c/o Nicholas Robilotto, S-T  
314-316 Broadway  
Phone: Albany 5-7374
- #317 - SYRACUSE, NEW YORK  
William H. Roggenkamp, S-T  
914 North State Street  
Phone: Granite 1-4165
- #322 - RICHMOND, VIRGINIA  
Russell Brown, S-T  
211 West Grace Street  
Milton 4-3874
- #340 - PORTLAND, MAINE  
Albert H. Page, S-T  
110 Exchange Street  
Phone: Spruce 4-1406
- #391 - RALEIGH, NORTH CAROLINA  
A. L. Gunter, Trustee  
c/o Lloyd Huggins, S-T  
128 North Davie Street  
Greensboro, N. Car.  
Phone: Broadway 3-7389
- #404 - SPRINGFIELD, MASSACHUSETTS  
B. E. Naylor, S-T  
119 Plainfield Street  
Phone: Republic 3-7881
- #505 - HUNTINGTON, WEST VIRGINIA  
James Q. Papas, S-T  
1201 Seventh Avenue  
Phone: Jackson 2-0419
- #558 - BUFFALO, NEW YORK  
Theodore Graczyk, S-T  
1217 Hotel Buffalo  
Phone: Mohawk 7060
- #559 - HARTFORD, CONNECTICUT  
Edward Kaminsky, S-T  
635 Main Street  
Phone: Jackson 5-2657
- #570 - BALTIMORE, MARYLAND  
Charles DiGuardo, S-T  
1924 West Pratt Street  
Gilmore 5-3350
- #635 - PITTSBURGH, PENNSYLVANIA  
Robert G. Brennan, S-T  
46 Eighteenth Street  
Phone: Grant 1-4343
- #697 - WHEELING, WEST VIRGINIA  
H. Cletis Tuttle, S-T  
28th & Chapline Streets  
Phone: Cedar 2-1940
- #789 - FAIRMONT, WEST VIRGINIA  
Eugene A. Carter, Trustee  
P. O. Box 1916  
Phone: 1488
- #829 - BOSTON, MASSACHUSETTS  
Jerome McCarthy, S-T  
650 Beacon Street  
Phone: Copley 7-2312

(continued)

## DIRECTORY (continued)

EASTERN CONFERENCE (continued)

#852 - NEW YORK, NEW YORK  
Michael J. Murray, S-T  
1440 Broadway, Room 1260  
Phone: Longacre 4-6270

#863 - NEWARK, NEW JERSEY  
Joseph Pecora, S-T  
29 Elizabeth Avenue  
Phone: Bigelow 3-3121

SOUTHERN CONFERENCE

# 79 - TAMPA, FLORIDA  
John R. Walker, S-T  
4028 1/2 Nebraska Avenue  
Phone: 3-1161

#270 - NEW ORLEANS, LOUISIANA  
James Schwehm, S-T  
424 Chartres Street  
Phone: Magnolia 1621

#327 - NASHVILLE, TENNESSEE  
Edward Smith, S-T  
819-821 Second Ave., S  
Phone: Alpine 5-8592

#512 - JACKSONVILLE, FLORIDA  
C. A. Mandoiza, Trustee  
c/o Paul Hall, S-T  
907 West Adams Street  
Phone: Elgin 3-6260

#745 - DALLAS, TEXAS  
W. L. Piland, S-T  
1727 Young Street  
Phone: Riverside 1-1456

#968 - HOUSTON, TEXAS  
Randy Miller, S-T  
1803 Everett Street  
Phone: Capitol 2-2371

WESTERN CONFERENCE:

#595 - LOS ANGELES, CALIFORNIA  
Gay Lillefloren, S-T  
1616 West 9th Street  
Phone: Dunkirk 1-3571

UNORGANIZED WAREHOUSES OF A & P:

During 1957 Eastern Conference was successful in organizing both the Asheville and Raleigh, North Carolina operations. Asheville is under contract to Local #55 and Raleigh to Local #391.

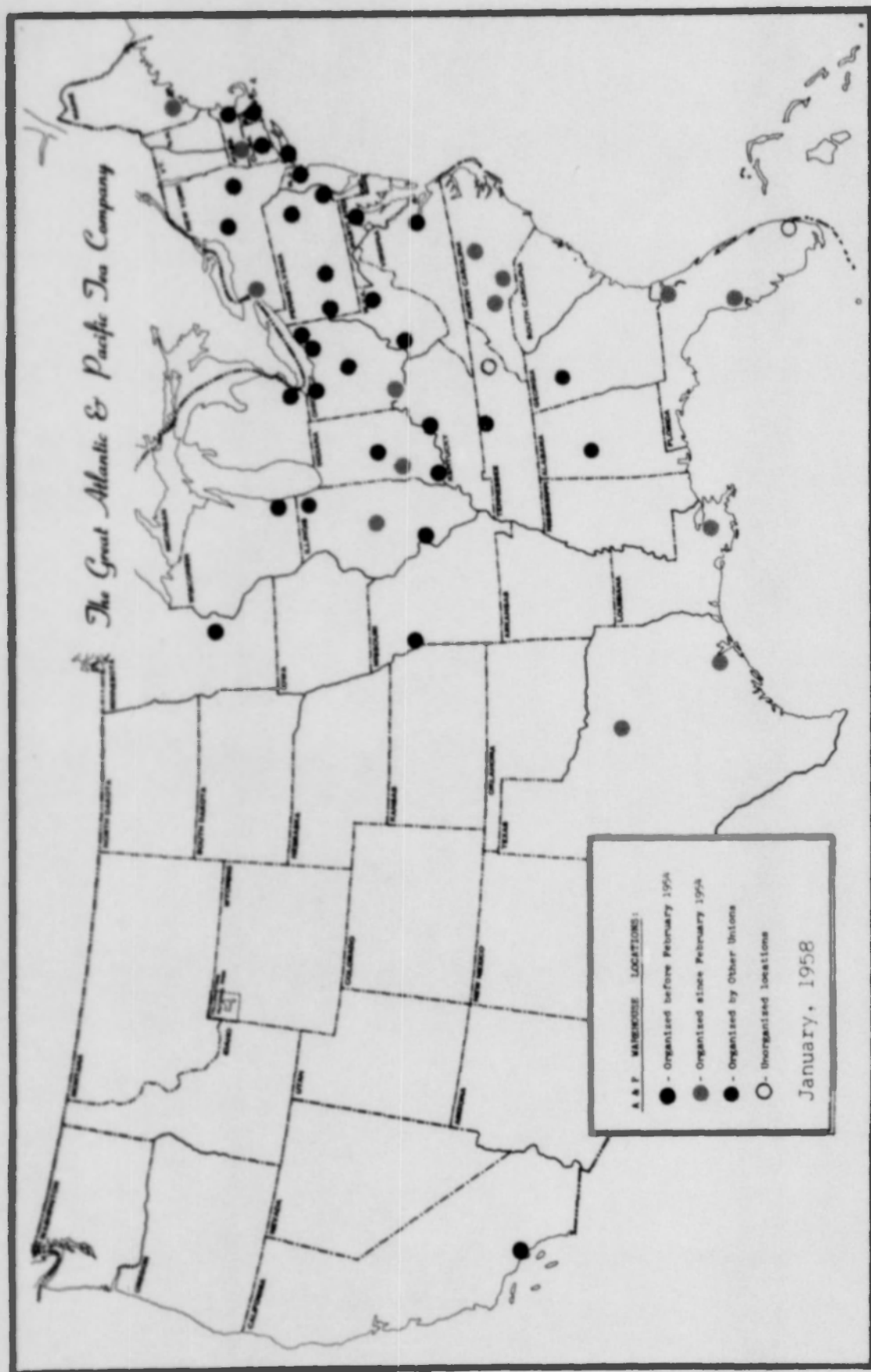
This leaves only two unorganized grocery warehouses of A & P, namely:

Miami, Florida  
Knoxville, Tennessee

A & P WAREHOUSES ORGANIZED by OTHER UNIONS:

There are three warehouses organized by other unions covering approximately 250 members. These are located in:

Birmingham, Alabama (CIO)  
Atlanta, Georgia (CIO)  
Chicago, Illinois (Indep. Union)





CONTRACT EXPIRATION DATES

YEAR	LOCAL & CITY	EXPIRATION DATE
1958	697 - Wheeling, W. Va.	Jan. 21, 1958
	270 - New Orleans, La.	Feb. 1, 1958
	251 - Providence, R. I.	Feb. 28, 1958
	829 - Boston, Mass.	Apr. 1, 1958
	197 - Cleveland, Ohio	Apr. 1, 1958
	406 - Grand Rapids, Mich.	Apr. 19, 1958
	105 - Cincinnati, Ohio	Apr. 30, 1958
	558 - Buffalo, N. Y.	May 15, 1958
	627 - Peoria, Ill.	May 24, 1958
	544 - Minneapolis, Minn.	May 31, 1958
	729 - E. St. Louis, Ill.	July 5, 1958
	135 - Indianapolis, Ind.	Aug. 14, 1958
	332 - Flint, Michigan	Aug. 16, 1958
	337 - Detroit, Michigan	Aug. 16, 1958
	595 - Los Angeles, Calif.	Aug. 31, 1958
	955 - Kansas City, Mo.	Sep. 20, 1958
	635 - Pittsburgh, Pa.	Oct. 1, 1958
	789 - Fairmont, W. Va.	Oct. 1, 1958
	110 - Altoona, Pa.	Oct. 4, 1958
	200 - Milwaukee, Wis.	Nov. 1, 1958
1959	377 - Youngstown, Ohio	Jan. 10, 1959
	89 - Louisville, Ky.	Jan. 25, 1959
	327 - Nashville, Tenn.	Jan. 31, 1959
	322 - Richmond, Va.	Feb. 8, 1959
	229 - Scranton, Pa.	Feb. 14, 1959
	512 - Jacksonville, Fla.	Feb. 28, 1959
	20 - Toledo, Ohio	Feb. 28, 1959
	968 - Houston, Texas	Mar. 13, 1959
	71 - Charlotte, N. C.	Mar. 14, 1959
	570 - Baltimore, Md.	Mar. 28, 1959
	317 - Syracuse, N. Y.	Apr. 30, 1959
	79 - Tampa, Florida	May 23, 1959
	745 - Dallas, Texas	June 1, 1959
	852 - New York City	June 14, 1959
	169 - Philadelphia, Pa.	Aug. 1, 1959
	215 - Evansville, Ind.	Aug. 1, 1959
	863 - Newark, N. J.	Sep. 19, 1959
	413 - Columbus, Ohio	Oct. 18, 1959
	340 - Portland, Maine	Oct. 31, 1959
	559 - Hartford, Conn.	Nov. 2, 1959
1960	55 - Asheville, N. C.	Feb. 21, 1960
	404 - Springfield, Mass.	Feb. 29, 1960
	294 - Albany, N. Y.	Apr. 30, 1960
	391 - Raleigh, N. C.	Jul. 12, 1960
	505 - Huntington, W. Va.	Sep. 21, 1960

HOURLY WAGE INCREASES NEGOTIATED SINCE JAN. 1, 1957

LOCAL & CITY	Duration & Expiration	Hourly Increase Negotiated			
		1st Yr.	2nd Yr	3rd Yr	TOTAL
697 - Wheeling	1 yr. - 1-21-58	15¢			15¢
635 - Pittsburgh	1 yr. - 10- 1-58	16½/31½¢			16½/31½¢
789 - Fairmont	1 yr. - 10- 1-58	16½/31½¢ M 8¢ F			16½/31½¢ M 8¢ F
322 - Richmond	2 yrs - 2- 8-59	15¢ M 10¢ F	7½ M 7½ F		22½¢ M 17½¢ F
229 - Scranton	2 yrs - 2-14-59	7½¢	5¢		12½¢
570 - Baltimore	2 yrs - 3-28-59	15¢ M 5¢ F	12½ M 5 F		27½¢ M 10 ¢ F
317 - Syracuse	2 yrs - 4-30-59	18¢	12¢		30¢
852 - New York City	2 yrs - 6-14-59	12½¢	7½¢		20¢
169 - Philadelphia	28 mo - 8- 1-59	17½ M 5 F	5¢ M 5¢ F		22½¢ M 10 ¢ F
340 - Portland	2 yrs - 10-31-59	10¢ M 8¢ F	10¢ M 8¢ F		20¢ M 16¢ F
55 - Asheville*	3 yrs - 2-21-60	10¢	10¢	10¢	30¢
404 - Springfield	3 yrs - 2-29-60	10¢ M 10¢ F	15¢ M 10¢ F	15¢ M 10¢ F	40¢ M 30¢ F
294 - Albany	3 yrs - 4-30-60	15¢	12½¢	10¢	37½¢
391 - Raleigh*	3 yrs - 7-21-60	10¢	10¢	10¢	30¢
505 - Huntington	3 yrs - 9-21-60	10¢	10¢	8¢	28¢
863 - Newark	(Wage reopening) Exp. - 9-19-59	20¢			20¢

\* First contract.

NATIONAL WAREHOUSE DIVISION

THE GREAT A & P TEA COMPANY

IMPROVEMENTS NEGOTIATED (Other than Wages) SINCE JAN. 1, 1957

LOCAL & CITY	Union Security	Vacation	Premium Rate	Non-Productive	Other
55 - Asheville, N.C.*	Checkoff Picket Line	1 aft 1 2 aft 3 3 aft 15	6th day 1½ 7th day 2 Holiday 2½ Shift + 7¢	5 holidays 5 hrs report pay Jury duty paid	Company sick policy
169 - Philadelphia				1 holiday added (personal)	Eff. 5/1/58 co. pays 8¢ pr hr into #169 pension plan
229 - Scranton, Pa.	Checkoff				
294 - Albany, N. Y.		1 aft 1 2 aft 3 3 aft 10 4 aft 20		1 holiday added (personal) 8 hrs report pay	Improved health and welfare; increased life insurance; wkly sick benefit increased to \$45 (was \$35)
317 - Syracuse, N.Y.		4 aft 20	Sat. 1½ Holiday 3 Shift now 12¢ (was 10¢)		
322 - Richmond, Va.			6th day 1½ 7th day 2 Shift now 12¢ (was 10¢)		
340 - Portland, Me.	Picket line				Improved health & welfare
391 - Raleigh, N.C. *	Checkoff Picket line	1 aft 1 2 aft 3 3 aft 15	6th day 1½ 7th day 2 Holiday 2½ Shift + 7¢	5 holidays 5 hrs report pay Jury duty paid	Company sick policy
404 - Springfield					Improved health & welfare
505 - Huntington, W. Va.			Holiday 3		
570 - Baltimore, Md.			Holiday work guarantee of 8 hrs @ 3 rate	3 d. funeral lv. Jury duty paid	
635 - Pittsburgh, Pa.				Mother-in-law & father-in-law in- cluded in funeral leave	Extra 10¢ pr hr for emps with 5 yrs service (was 10 yrs)
697 - Wheeling, W. Va.			Shift now 7¢ (was 5¢)		
789 - Fairmont, W. Va.					Extra 10¢ pr hr for emps with 5 yrs service (was 10 yrs)
852 - New York City		3 aft 5 4 aft 20	6th day 1½ Sunday 2		Improved health & welfare
863 - Newark, N.J.		3 aft 5 4 aft 20			

\* First contract

UNION SECURITY PROVISIONS

CONFERENCE	LOCAL & CITY	Union Shop	Check-off	Picket Line	Inspection Privilege
CENTRAL	20 - Toledo, Ohio	Yes	Yes	---	---
	89 - Louisville, Ky.	Yes	---	Yes	Yes
	105 - Cincinnati, O.	Yes	---	Yes	---
	135 - Indianapolis, Ind.	Yes	Yes	Yes	Yes
	197 - Cleveland, O.	Yes	---	Yes	---
	200 - Milwaukee, Wis.	Yes	---	Yes	---
	215 - Evansville, Ind.	Yes	---	Yes	Yes
	332 - Flint, Mich.	Yes	---	---	---
	337 - Detroit, Mich.	Yes	---	---	---
	377 - Youngstown, O.	Yes	---	Yes	---
	406 - Grand Rapids, Mich.	Yes	---	Yes	Yes
	413 - Columbus, Ohio	Yes	---	Yes	---
	544 - Minneapolis, Minn.	Yes	---	Yes	---
	627 - Peoria, Ill.	Yes	Yes	Yes	---
	729 - E. St. Louis, Ill.	Yes	Yes	Yes	---
EASTERN	955 - Kansas City, Mo.	Yes	Yes	Yes	---
	55 - Asheville, N.C.	(1)	Yes	Yes	---
	71 - Charlotte, N.C.	(1)	Yes	Yes	---
	110 - Altoona, Pa.	Yes	---	Yes	---
	169 - Philadelphia, Pa.	Yes	---	Yes	---
	229 - Scranton, Pa.	Yes	Yes	Yes	---
	251 - Providence, R.I.	Yes	---	Yes	---
	294 - Albany, N.Y.	Yes	Yes	(2)	---
	317 - Syracuse, N.Y.	Yes	---	Yes	---
	322 - Richmond, Va.	(1)	Yes	Yes	---
	340 - Portland, Me.	Yes	Yes	Yes	Yes
	391 - Raleigh, N.C.	(1)	Yes	Yes	---
	404 - Springfield, Mass.	Yes	Yes	---	---
	505 - Huntington, W.Va.	Yes	---	Yes	---
	558 - Buffalo, N.Y.	Yes	---	Yes	---
	559 - Hartford, Conn.	Yes	Yes	Yes	---
	570 - Baltimore, Md.	Yes	Yes	Yes	Yes
	635 - Pittsburgh, Pa.	Yes	---	Yes	---
	697 - Wheeling, W.Va.	Yes	---	Yes	---
	789 - Fairmont, W.Va.	Yes	---	---	---
	829 - Boston, Mass.	Yes	Yes	Yes	Yes
	852 - New York City	Yes	Yes	Yes	Yes
	863 - Newark, N.J.	Yes	Yes	Yes	---
SOUTHERN	79 - Tampa, Fla.	(1)	Yes	Yes	---
	270 - New Orleans, La.	---	Yes	Yes	---
	327 - Nashville, Tenn.	(1)	---	Yes	Yes
	512 - Jacksonville, Fla.	(1)	Yes	Yes	---
	745 - Dallas, Texas	(1)	Yes	Yes	---
WESTERN	968 - Houston, Tex.	(1)	Yes	Yes	---
	595 - Los Angeles, Cal.	Yes	---	Yes	Yes

(1) Right-to-work law states (open shop) (2) Hot cargo - Los Angeles also has hot cargo



VACATION PROVISIONS

CONFERENCE	LOCAL & CITY	YEARS OF SERVICE REQUIRED FOR:			
		1 week	2 wks.	3 wks.	4 wks.
CENTRAL	20 - Toledo, Ohio	1	3	10	--
	89 - Louisville, Ky.	1	3	12	--
	105 - Cincinnati, O.	1	3	12	--
	135 - Indianapolis, Ind.	1	3	10	--
	197 - Cleveland, Ohio	1	3	10	--
	200 - Milwaukee, Wis.	1	3	10	20
	215 - Evansville, Ind.	1	3	--	--
	332 - Flint, Michigan	1	3	12	--
	337 - Detroit, Mich.	1	3	12	--
	377 - Youngstown, O.	1	3	10	--
	406 - Grand Rapids, Mich.	1	3	12	--
	413 - Columbus, Ohio	1	3	10	--
	544 - Minneapolis, Minn.	1	3	15	--
	627 - Peoria, Illinois	1	3	10	--
	729 - E.St.Louis, Ill.	1	3	10	--
	955 - Kansas City, Mo.	1	3	12	--
EASTERN	55 - Asheville, N.C.	1	3	15	--
	71 - Charlotte, N.C.	1	3	15	--
	110 - Altoona, Pa.	1	3	10	--
	169 - Philadelphia, Pa.	1	3	10	--
	229 - Scranton, Pa.	1	3	10	--
	251 - Providence, R.I.	1	3	10	--
	294 - Albany, N.Y.	1	3	10	20
	317 - Syracuse, N.Y.	1	3	10	20
	322 - Richmond, Va.	1	2	10	--
	340 - Portland, Me.	1	3	10	--
	391 - Raleigh, N. C.	1	3	15	--
	404 - Springfield, Mass.	1	3	10	--
	505 - Huntington, W.Va.	1	3	10	--
	558 - Buffalo, N.Y.	1	3	10	--
	559 - Hartford, Conn.	1	3	10	--
	570 - Baltimore, Md.	1	3	10	--
	635 - Pittsburgh, Pa.	-	1	10	20
	697 - Wheeling, W. Va.	-	1	10	--
	789 - Fairmont, W. Va.	1	1	10	20
	829 - Boston, Mass.	1	3	10	--
	852 - New York City	1	1	5	20
	863 - Newark, N.J.	1	1	5	20
SOUTHERN	79 - Tampa, Florida	1	1	20	--
	270 - New Orleans, La.	1	1	20	--
	327 - Nashville, Tenn.	1	3	15	--
	512 - Jacksonville, Fla.	1	3	15	--
	745 - Dallas, Texas	1	3	15	--
	968 - Houston, Texas	1	3	15	--
WESTERN	595 - Los Angeles, Cal.	1	3	10	--

PREMIUM PAY PROVISIONS

CONFERENCE	LOCAL & CITY	PAY RATE FOR WORK ON:					Shift
		Sat.	Sun.	6th Day	7th Day	Holiday	
CENTRAL	20 - Toledo, O.	1½	2	--	--	2½	10¢
	89 - Louisville	--	--	1½	2	2½	10¢
	105 - Cincinnati	--	--	1½	2	2½	5¢
	135 - Indianapolis	--	--	1½	2	2½	7¢
	197 - Cleveland	--	2	--	2	2½	5¢
	200 - Milwaukee	1½	--	--	--	3	12½¢
	215 - Evansville	--	--	1½	2	2½	5¢
	332 - Flint	--	1½	--	2	2½	10¢
	337 - Detroit	--	1½	--	2	2½	10¢
	377 - Youngstown	--	1½	--	2	2½	10¢
	406 - Grand Rapids	--	--	--	2	2½	10¢
	413 - Columbus	--	--	--	2	2½	10¢
	544 - Minneapolis	--	--	--	2	2	5¢
	627 - Peoria	--	--	1½	2	2½	5¢
	729 - E.St.Louis	--	--	1½	2	2½	5¢
	955 - Kansas City	--	--	--	--	2½	10¢
EASTERN	55 - Asheville	--	--	1½	2	2½	7¢
	71 - Charlotte	--	1½	--	2	2½	7¢
	110 - Altoona	--	1½	--	2	2½	15¢
	169 - Philadelphia	1½	2	--	--	2½	12½¢
	229 - Scranton	--	--	--	2	2½	10¢
	251 - Providence	--	--	--	2	2½	10¢
	294 - Albany	--	--	1½	2	3	10¢
	317 - Syracuse	1½	1½	--	2	3	12½¢
	322 - Richmond	--	2	1½	2	2½	12½¢
	340 - Portland	--	--	1½	2	2½	10¢
	391 - Raleigh	--	--	1½	2	2½	7¢
	404 - Springfield	--	--	1½	2	2½	10¢
	505 - Huntington	--	--	--	2	3	10¢
	558 - Buffalo	--	--	--	2	2½	10¢
	559 - Hartford	--	--	1½	2	2½	10¢
	570 - Baltimore	1½	2	--	--	3	12½¢
	635 - Pittsburgh	1½	1½	--	2	2½	15¢
	697 - Wheeling	--	--	--	2	2½	7½¢
	789 - Fairmont	--	--	--	2	2½	15¢
	829 - Boston	--	2	--	2	2½	10¢
	852 - New York C.	--	2	1½	--	3	15¢
	863 - Newark	--	--	1½	--	3	15¢
SOUTHERN	79 - Tampa	--	--	--	2	2½	7½¢
	270 - New Orleans	--	1½	--	2	2½	5¢
	327 - Nashville	--	--	1½	2	2½	5¢
	512 - Jacksonville	--	--	--	2	2½	7½¢
	745 - Dallas	--	--	--	2	2½	10¢
WESTERN	968 - Houston	--	--	--	2	2½	10¢
	595 - Los Angeles	--	1½	--	--	2½	10¢

PAID NON-PRODUCTIVE TIME PROVISIONS

CONFERENCE	LOCAL & CITY	Report Pay	Jury Duty	Rest Periods	Funeral Leave	# Paid Holidays
CENTRAL	20 - Toledo, Ohio	8 hrs	---	2 - 15	3 days	6
	89 - Louisville, Ky.	5 hrs	---	2 - 15	---	6
	105 - Cincinnati, O.	5 hrs	---	*2 - 15	---	6
	135 - Indianapolis	5 hrs	Yes	*2 - 15	---	6
	197 - Cleveland, O.	5 hrs	---	2 - 10	3 days	6
	200 - Milwaukee, Wis.	8 hrs	Yes	2 - 15	---	6
	215 - Evansville, Ind.	5 hrs	---	2 - 15	---	6
	332 - Flint, Mich.	5 hrs	---	2 - 15	---	6
	337 - Detroit, Mich.	5 hrs	---	*2 - 15	---	6
	377 - Youngstown, O.	---	Yes	2 - 10	3 days	6
	406 - Grand Rapids	7 hrs	---	2 - 15	---	6
	413 - Columbus, O.	5 hrs	---	---	---	6
	544 - Minneapolis	4 hrs	---	---	---	6
	627 - Peoria, Ill.	5 hrs	---	---	---	6
	729 - E. St. Louis, Ill.	8 hrs	---	---	---	7
	955 - Kansas City	4 hrs	Yes	---	---	6
EASTERN	55 - Asheville, N.C.	5 hrs	Yes	---	---	5
	71 - Charlotte, N.C.	5 hrs	Yes	---	2-5	5
	110 - Altoona, Pa.	8 hrs	Yes	2 - 15	3 days	6
	169 - Philadelphia	8 hrs	Yes	2 - 15	3 days	8
	229 - Scranton, Pa.	8 hrs	---	---	---	7
	251 - Providence, R.I.	8 hrs	---	Yes	---	8
	294 - Albany, N. Y.	8 hrs	Yes	2 - 15	3 days	8
	317 - Syracuse, N.Y.	5 hrs	---	2 - 10	---	6
	322 - Richmond, Va.	8 hrs	Yes	---	3 days	6
	340 - Portland, Me.	5 hrs	Yes	---	3 days	10
	391 - Raleigh, N.C.	5 hrs	Yes	---	---	5
	404 - Springfield	8 hrs	Yes	2 - 10	3 days	10
	505 - Huntington, W. Va.	5 hrs	---	---	---	6
	558 - Buffalo, N.Y.	5 hrs	---	2 - 10	---	6
	559 - Hartford, Conn.	5 hrs	Yes	2 - 10	3 days	7
	570 - Baltimore, Md.	---	Yes	Yes	3 days	7
	635 - Pittsburgh, Pa.	5 hrs	---	2 - 15	5 days	7
	697 - Wheeling, W. Va.	5 hrs	---	Yes	---	6
	789 - Fairmont, W. Va.	5 hrs	---	Yes	---	7
	829 - Boston, Mass.	5 hrs	Yes	Yes	3 days	10
SOUTHERN	852 - New York City	4 hrs	Yes	30 min	3 days	12
	863 - Newark, N. J.	---	Yes	30 min	3 days	12
	79 - Tampa, Florida	5 hrs	Yes	2 - 10	---	5
	270 - New Orleans, La.	5 hrs	---	2 - 10	---	6
	327 - Nashville, Tenn.	5 hrs	---	2 - 10	---	6
WESTERN	512 - Jacksonville	5 hrs	Yes	2 - 10	---	5
	745 - Dallas, Texas	5 hrs	---	2 - 10	---	5
	968 - Houston, Texas	5 hrs	---	2 - 10	---	6
	395 - Los Angeles	4 hrs	---	---	---	8

\* Females only

## THE GREAT A &amp; P TEA COMPANY

## WAGE RATES FOR SELECTED CLASSIFICATIONS\*

Location	Whsemen	Selectors	Receiving	Checkers	Fork Lift	Female
<b>CENTRAL CONFERENCE</b>						
20-Toledo, Ohio	2.09	2.14	2.27	----	----	1.73
89-Louisville, Ky	2.07	2.17	2.32	2.17	----	1.64
105-Cincinnati, O.	1.89	2.01	2.18	----	----	1.25
135-Indianapolis	2.07	2.15	2.30	2.15	----	1.38
197-Cleveland, O.	2.11	----	----	----	----	1.59
200-Milwaukee, Wis.	2.225	2.375	2.525	2.525	2.475	1.625
215-Evansville, Ind.	1.94	----	2.04	----	----	----
332-Flint, Mich.	2.09	2.19	2.355	2.28	2.23	----
337-Detroit, Mich.	2.09	2.19	2.355	2.28	2.23	1.725
377-Youngstown, O.	2.24	2.34	2.44	2.39	2.39	1.79
406-Grand Rapids	1.92	2.08	2.19	2.08	----	1.62
413-Columbus, O.	2.10	2.20	2.35	----	----	1.82
544-Minneapolis	2.02	----	----	2.13	----	----
627-Peoria, Ill.	1.81	1.86	----	1.91	----	1.50
729-E.St.Louis, Ill.	1.95	2.075	----	2.175	----	1.50
755-Kansas City	2.12	2.18	2.30	2.30	2.23	1.62
<b>EASTERN CONFERENCE</b>						
55-Asheville, NC	1.30	1.45	----	1.65	----	----
71-Charlotte, NC	1.30	1.45	1.90	1.65	1.40	1.35
110-Altoona, Pa.	2.15	2.25	2.35	2.30	2.25	1.78
169-Philadelphia	2.15	----	2.30	2.30	2.30	1.575
229-Scranton, Pa.	1.795	1.845	1.895	1.895	1.895	1.395
251-Providence, RI	2.05	2.10	2.20	2.20	2.15	1.53
294-Albany, NY	2.11	2.16	2.26	2.26	2.21	1.71
317-Syracuse, NY	2.195	----	----	----	----	1.86
322-Richmond, Va.	1.80	1.8625	2.125	1.9375	1.9125	1.625
340-Portland, Me.	2.06	2.11	2.21	2.21	----	1.51
391-Raleigh, NC	1.20	1.35	1.80	1.55	1.30	1.25
404-Springfield	2.08	2.13	2.23	2.23	2.18	1.565
505-Huntington, W.Va.	2.15	2.15	2.30	----	2.25	----
558-Buffalo, N. Y.	2.13	2.23	2.33	----	----	1.575
559-Hartford, Conn.	2.2125	2.2925	2.3925	----	2.3425	1.6575
570-Baltimore, Md.	2.01	2.06	2.21	2.185	2.06	1.715
635-Pittsburgh, Pa.	2.76	2.81	3.11	3.035	----	----
697-Wheeling, W.Va.	2.445	----	----	----	----	----
789-Fairmont, W.Va.	2.61	2.66	2.96	2.96	2.885	2.005
829-Boston, Mass.	2.0475	2.0975	2.1475	2.1475	2.1475	1.4320
852-New York City	2.285	2.385	2.535	2.485	2.485	----
863-Newark, N.J.	2.285	2.385	2.535	----	2.485	----
<b>SOUTHERN CONFERENCE</b>						
79-Tampa, Fla.	1.325	1.375	1.55	1.475	----	----
270-New Orleans, La.	1.47	----	1.62	----	1.62	----
327-Nashville, Tenn.	1.73	----	1.83	----	----	----
512-Jacksonville	1.40	1.50	1.70	1.60	----	----
745-Dallas, Tex.	1.58	----	----	1.72	1.72	----
968-Houston, Tex.	1.42	----	1.78	1.54	----	----
<b>WESTERN CONFERENCE</b>						
595-Los Angeles	2.3825	----	2.4325	2.4325	2.5075	2.1325

\* See following pages for additional classifications under separate local union wage rates. (Rates listed are as of Jan. 31, 1958)



WAGE RATES: CENTRAL CONFERENCE

# 20 - TOLEDO, OHIO

		E F F E C T I V E		
		7-21-57	2-16-58	8-31-58
Group A:	Regular warehousemen; salvage labor; banana packer; other male employees---	\$2.09	\$2.14	\$2.19
Group B:	Coffee car checker; selectors; coffee machine oprs; elevator opr; coffee mixers; banana cutters -----	2.14	2.19	2.24
Group C:	Firemen; building mechanic -----	2.22	2.27	2.32
Group D:	Receiving clerk; loading clerk; coffee roaster; inspectors -----	2.27	2.32	2.37
Group E:	Coffee mechanic -----	2.49	2.54	2.59
Group F:	Female employees -----	1.73	1.78	1.83

New employees to be paid on the basis of 10¢ per hour below his or her classified rate for the first 30 days of employment.

# 89 - LOUISVILLE, KENTUCKY

		7-28-57	1-27-58	7-27-58
Group 1:	Receiving inspectors; coffee roasters; coffee machine operator -----	\$2.28	\$2.32	\$2.36
Group 2:	Selectors; checkers; elevator oprs; coffee mixer; banana cutter -----	2.13	2.17	2.21
Group 3:	Pilers; unloaders; loaders; salvage labor; banana packers; coffee handlers; other male employees -----	2.03	2.07	2.11
Group 4:	All female employees (Foreladies + 5¢)	1.62	1.64	1.66
Group 5:	Mechanic -----	2.44	2.48	2.52
	Apprentice Mechanic -----	2.24	2.28	2.32
	(gets 5¢ pr hr every 6 mos until mechanic rate is reached)			
	Porters and watchmen -----	1.91	1.95	1.99

New employees: Male - employed at \$1.65, after 30 days get classified rate.  
Female - employed at \$1.20, after 30 days get classified rate.

#105 - CINCINNATI, OHIO

		11-3-57
Group 1:	Receiving inspectors -----	\$2.03 to 2.18
Group 2:	Selectors; elevator oprs; banana cutter	2.01
Group 3:	Pilers; loaders; unloaders; " handlers	1.89
	Salvage labor -----	1.82
	Other male employees -----	1.79
Group 4:	Female employees; Banana taper -----	1.34
	Other female employees -----	1.25
Group 5:	Head fireman mechanic -----	2.23
	Fireman -----	2.13
	Porters -----	1.72

New employees to start 10¢ below classified rate and to be adjusted to classified rate after 30 days employment.

WAGE RATES: CENTRAL CONFERENCE (continued)

#135 - INDIANAPOLIS, INDIANA

	E F F E C T I V E	
	8-11-57	2- 9-58
Group 1: Receiving inspectors -----	\$2.25	\$2.27
	2.30	2.32
Group 2: Selectors; checkers; elevator oprs.--	2.15	2.17
Group 3: Pilers; loaders; unloaders; other male employees -----	2.07	2.09
Group 4: Female employees; cafeteria -----	1.48	
New employees: Male - Hiring rate -----	1.78	1.80
After 30 days -----	1.83	1.85
After 60 days -----	1.88	1.90
After 90 days -----	Classified rate	
Female - Hiring rate -----	1.33	
After 30 days -----	1.38	

#197 - CLEVELAND, OHIO

	4-1-57	10-1-57
Male employees: Hiring rate -----		\$1.91
After 90 days -----		2.01
After 2nd 90 days -----		2.11
Female employees: Hiring rate -----	\$1.37	
After 30 days -----	1.47	
After 60 days -----	1.59	

#200 - MILWAUKEE, WISCONSIN

	10-27-57
Group 1: Working foremen -----	\$2.675
Group 2: Receiving clerks; inspectors; checker	2.525
Group 3: Stacking machine operator -----	2.475
Group 4: Selectors; elevator men; piler floor-men; bailing machine opr; empty oprs.	2.375
Group 5: All other warehouse employees:	
1st 30 days -----	1.93
2nd 30 days -----	2.02
3rd 30 days -----	2.07
Thereafter -----	2.225
Female Employees: Other female help -----	1.625
Potato Repack: Hired prior to 10/31/53	1.80
Hired after 10/31/53	1.65

(All employees covered by this agreement shall be covered by the provisions for cost-of-living allowance.)

#215 - EVANSVILLE, INDIANA

	8-4-57	2-2-58	8-3-58	2-1-59
Receiving inspectors -----	\$1.99	\$2.04	\$2.08	\$2.12
All other male employees -----	1.89	1.94	1.98	2.02

New male employees to be hired at \$1.35 per hour, after 30 days, classified rate.

WAGE RATES: CENTRAL CONFERENCE (continued)

#332 - FLINT, MICHIGAN

E F F E C T I V E

8-18-57

Porters -----	\$2.025
Unloaders, unloaders, pilers, salvage labor --	2.09
Selectors -----	2.19
Fork truck hi-lift operator -----	2.23
Building maintenance men -----	2.41
Produce checkers -----	2.28
Receiving and shipping checker -----	2.355

(All employees covered by this agreement shall be covered by the provision for cost-of-living allowance.)

#337 - DETROIT, MICHIGAN

8-18-57

Group 1: Receiving inspector; supply rm head-	\$2.355
Group 2: Checkers -----	2.28
Group 3: Selectors; elevators; banana cutter;	
car receivers -----	2.19
Fork truck hi-lift operator -----	2.23
Group 4: Pilers; loaders; unloaders; egg	
candlers; banana handlers; salvage	
labor; other male employees -----	2.09
FEMALE: Cafeteria cook -----	2.005
Asst. cafeteria cook; foreladies ---	1.895
Misc. semi-skilled (after 6 mos.) --	1.79
All other female help -----	1.725
BUILDING OPERATING: Licensed electrician ----	2.51
Refrigeration machine & boiler opr.;	
and general maintenance mechanics --	2.41
Porters -----	2.025

#377 - YOUNGSTOWN, OHIO

1-5-58

Group A: Empties operating -----	\$2.05
Empties operating-baler men -----	2.15
Group B: Car unloaders; general warehouse ---	2.24
Group C: Banana packers; selectors; watchmen;	
and feeders -----	2.34
Group D: Electric truck oprs; floor checkers;	
head fish man; fresh meat handler --	2.39
Group E: Receiving checkers; inspectors;	
shipping checkers; head fresh meat	
man; head banana man; head supply	
dept. man -----	2.44
New Employees: Male: First 30 days -----	1.90
Next 60 days -----	1.95
After 90 days -----	Classified rate
Female: First 30 days -----	1.665
Next 60 days -----	1.69
Thereafter -----	1.79

WAGE RATES: CENTRAL CONFERENCE (continued)

#406 - GRAND RAPIDS, MICHIGAN

E F F E C T I V E

4-14-57

Group 1:	Receiving Inspectors -----	\$2.19
Group 2:	Checkers (in grocery, meat & salvage) supply room head; selectors; elevator opr.; head piler (grocery); banana cutter -----	2.08
Group 3:	Pilers, loaders; unloaders; salvage labor; banana packers; repack stock men; other male employees -----	1.98
Group 4:	Egg candlers; egg packers; packaging Other female help -----	1.50 1.62
Group 5:	Firemen and mechanics -----	2.19
	Mechanic helper -----	1.95
	Porters; watchmen -----	1.70

(Employees covered by this agreement shall be covered by the provision  
for cost-of-living allowance.)

New employees: Male - Hiring rate -----	1.81
After 30 days -----	Classified rate
Female - Hiring rate -----	1.35
After 30 days -----	1.40
After 30 more days ----	1.45
After 60 more days ----	Classified rate

#413 - COLUMBUS, OHIO

10-19-57 10-19-58

MALE:	Unloaders, pilers; porters, general warehouse; packers; elevator oprs; empties operating -----	\$2.10	\$2.18
	Machine operators -----	2.17	2.25
	Head cigarette man; selectors; banana cutter -----	2.20	2.28
	Head banana man; laundry man -----	2.30	2.38
	Receiving and shipping checkers; supply department man -----	2.35	2.43
	New employees: Starting wage -----	1.95	2.03
	After 3 months -----	2.00	2.08
	After 6 months -----	2.05	2.13
	After 1 year -----	2.10	2.18
FEMALE:	Egg candler -----	1.87	1.95
	Floor lady -----	1.97	2.05
	New employees: Starting rate -----	1.795	1.875
	After 3 months -----	1.82	1.90



WAGE RATES: CENTRAL CONFERENCE (continued)

	<u>E F F E C T I V E</u>
<u>#544 - MINNEAPOLIS, MINNESOTA</u>	<u>6-1-57</u>
Checkers; loaders; assemblers -----	\$2.13
Shipping clerk; banana man; tomato man -----	2.18
Helpers and warehousemen -----	2.02

New employees hired at 10¢ per hour below rates for first 60 days.

<u>#627 - PEORIA, ILLINOIS</u>	<u>5-26-57</u>
Female warehouse employees -----	\$1.50
Males: Gen'l whse - 1st 30 days -----	1.74
Thereafter -----	1.81
Selectors - 1st 30 days -----	1.79
Thereafter -----	1.86
Checkers -----	1.91

<u>#729 - EAST ST. LOUIS, ILLINOIS</u>	<u>7-7-57</u>
Female warehouse employees -----	\$1.50
Males: Gen'l whse - 1st 30 days -----	1.85
Thereafter -----	1.95
Selectors - 1st 30 days -----	1.975
Thereafter -----	2.075
Checkers -----	2.175
Coffee Dept: Roasters -----	2.175
Machine Opers: 1st 30 days -----	1.975
Thereafter -----	2.075
Other male employees: 1st 30 --	1.85
Thereafter	1.95
Female -----	1.50

<u>#955 - KANSAS CITY, MISSOURI</u>	<u>9-22-57</u>
Group 1: Receiving clerks; inspectors; checkers -----	\$2.30
Group 2: Fork lift operators -----	2.23
Group 3: Selectors; order fillers -----	2.18
Group 4: General warehouse -----	2.12
(Hired after 11-1-56) -----	2.06
Group 6: Female employees -----	1.62

WAGE RATES: EASTERN CONFERENCE

#55 - ASHEVILLE, NORTH CAROLINA

	E F F E C T I V E		
	2-17-57	2-16-58	2-22-59
Shipping clerks -----	\$1.80	\$1.90	\$2.00
Checkers -----	1.55	1.65	1.75
Selectors -----	1.35	1.45	1.55
General labor -----	1.20	1.30	1.40
Banana cutters -----	1.40	1.50	1.60

February 17, 1957; February 16, 1958; February 22, 1959; all employees covered by this agreement shall be guaranteed a wage increase of 7½¢ per straight time hour except employees who are given a wage increase of at least 7½¢ per hour on this date by reason of the establishment of the higher minimum rates above.

New employees' rate shall be 15¢ per hour less than the above rates for the first 90 days.

#71 - CHARLOTTE, NORTH CAROLINA

	3- 9-57	3- 9-58
Receiving and shipping clerks -----	\$1.90	\$2.00
Checkers -----	1.65	1.75
Selectors -----	1.45	1.55
Lift truck operator -----	1.40	1.50
General labor & trans. tractor oprs. -----	1.30	1.40
Egg candlers and female help -----	1.35	1.45
Maintenance mechanics -----	2.05	2.15
Journeyman mechanics -----	1.55	1.65
Banana cutters, scalers, packers -----	1.50	1.60

On March 9, 1957 and March 8, 1958, all employees covered by this agreement shall be guaranteed a wage increase of 7½¢ per straight time hour except employees who are given a wage increase of at least 7½¢ per hour on these dates by reason of the establishment of the higher minimum wage rates above.

New employees' rate shall be 15¢ per hour less than the above for the first 90 days.

Employees working in the freezer room in connection with frozen foods shall receive a premium of 7½¢ per hour.

#110 - ALTOONA, PENNSYLVANIA

	9-30-57
Group 1: Unloaders; pileers; porters; watchmen; general warehouse; empties operating	\$2.15
Group 2: Selectors; elevator oprs; assemblers; hi-lift oprs; repackers; banana men	2.25
Group 3: Floor checkers; fish man; stockers	2.30
Group 4: Receiving checkers; head banana man; maintenance men; inspectors, shipping checkers; lead men -----	2.35
Egg Dept. forelady -----	2.03
Working foremen -----	2.45
Maintenance foreman -----	2.50
New emps.: Males: 1st 6 mo.(\$1.95) 2nd 6 mo.(\$2.05) then classified rate	
Females: 1st 6 mo.(\$1.68) 2nd 6 mo.(\$1.73) then (\$1.78)	

WAGE RATES: EASTERN CONFERENCE (continued)

#169 - PHILADELPHIA, PENNSYLVANIA

	E F F E C T I V E	
	3-3-57	5-1-58
Female labor - general -----	\$1.575	\$1.625
Labor: Light -----	2.10	2.15
General -----	2.15	2.20
In coolers -----	2.175	2.225
Order assemblers -----	2.15	2.20
Checkers -----	2.30	2.35
Receivers -----	2.30	2.35
Machine set-up man -----	2.175	2.225
Male machine operators -----	2.15	2.20
Jitney operators -----	2.225	2.275
Fork lift truck operators -----	2.30	2.35
Handoperated fork lift operators -----	2.175	2.225
Clerks - Warehouse office - Male -----	1.995	2.045
- Female -----	1.6175	1.6675
Cold storage men -----	2.35	2.40
Elevator man -----	2.20	2.25
Coffee roasters - Learners -----	2.125	2.175
- Journeymen -----	2.25	2.30
Maintenance men -----	2.39125	2.44125
Men in charge of Floors -----	2.30	2.35
Men in charge of All Floors -----	2.35	2.40

#229 - SCRANTON, PENNSYLVANIA

	2-18-57	2-17-58
Group 1: General warehousemen; assemblers; carmen; palletmen; pilers; jack oper; porters; shipping ass'ts.---	\$1.795	\$1.845
Group 2: Selectors; car checkers; work saver fork oprs; inventory men -----	1.845	1.895
Group 3: Inspectors; order checkers; shippers; receivers; fork lift oprs (rider) -	1.895	1.945
Group 4: Section leaders; dept. heads -----	2.095	2.145
Group 5: Egg candlers -----	1.445	1.495
Group 6: General female help -----	1.395	1.445
General operation: Maintenance -----	1.925	1.975

#251 - PROVIDENCE, RHODE ISLAND

	3-1-57
Truck dispatcher & alternate -----	\$2.25
Receivers; checkers; inspectors -----	2.20
High lift tractor operator -----	2.15
Selectors; tractor oper; empties dept; tallymen	2.10
General warehouse help -----	2.05
Maintenance mechanics (minimum) -----	2.20
Females: Grocery selectors; egg candlers --	1.56
General warehouse help -----	1.53

Male employees under 6 mos. seniority shall be paid 10¢ pr hr less; those with 6 mos. to 2 yrs. seniority 5¢ pr hr less than the rates above.  
Female employees under 6 mos seniority shall be paid 6¢ pr hr less; and those with 6 mos. to 2 yrs. seniority 3¢ per hr less than the rates above.

WAGE RATES: EASTERN CONFERENCE (continued)

#294 - ALBANY, NEW YORK

	E F F E C T I V E		
	5-1-57	5-1-58	5-1-59
Head checker; receiver -----	\$2.36	\$2.485	\$2.585
Receivers; checkers; inspectors; shippers ---	2.26	2.385	2.485
High lift tractor oprs. -----	2.21	2.335	2.435
Selectors; tractor oprs; banana cutter ----	2.16	2.285	2.385
Class "A" Mechanics -----	2.36	2.485	2.585
Boiler room attendants; Class "B" Mechanic --	2.26	2.385	2.485
General Warehouse -----	2.11	2.235	2.335
Female: Supply dept. assistant -----	1.835	1.96	2.06
Egg candlers -----	1.735	1.86	1.96
General warehouse -----	1.71	1.835	1.935

Male employees under 6 mos. seniority shall be paid 10¢ per hour less; those with 6 mos. to 1 year seniority 5¢ per hour less than above rates.

Female employees under 6 mos. seniority shall be paid 5¢ per hour less; those with 6 mos. to 1 year seniority 2¢ per hour less than above rates.

Freezer employee rates by classifications will be 7¢ pr hr higher than rates listed above.

#317 - SYRACUSE, NEW YORK

	5-1-57	5-1-58
General warehouse help: Female -----	\$1.86	\$1.98
Male-----	2.195	2.315
Empties operating dept. and repacking and rebagging depts. -----		
Female -----	1.86	1.98
Male -----	2.095	2.215

Employees under 6 mos. seniority shall be paid 10¢ per hour less; those with 6 mos. to 1 year 5¢ per hour less than above rates.

#322 - RICHMOND, VIRGINIA

	2-10-57	2-9-58
Working foremen -----	\$2.250	\$2.325
Receivers & shippers -----	2.125	2.20
Checkers -----	1.9375	2.0125
Selectors -----	1.8625	1.9375
Elevating lift truck operators -----	1.9125	1.9875
Warehousemen -----	1.80	1.875
Egg candlers: 1st year -----	1.625	1.70
After 1 year -----	1.70	1.775
Female employees -----	1.625	1.70
Shipping assistants -----	1.675	1.75
Maintenance Men -----	2.05	2.125

Any new employee hired for any of the above classifications shall start at 10¢ per hour less than the specified rate for the first 30 days.



WAGE RATES: EASTERN CONFERENCE (continued)

#340 - PORTLAND, MAINE

	E F F E C T I V E					
	11-1-57			11-1-58		
	Under 6 mos	6 mo to 2 yrs	Over 2 yrs	Under 6 mos	6 mo to 2 yrs	Over 2 yrs
Male Employees:						
Receivers; checkers;						
Inspectors; shippers -----	\$2.11	\$2.16	\$2.21	\$2.21	\$2.26	\$2.31
Selectors -----	2.01	2.06	2.11	2.11	2.16	2.21
General warehouse help -----	1.96	2.01	2.06	2.06	2.11	2.16
Female employees: Selectors	1.46	1.48 $\frac{1}{2}$	1.5275	1.54	1.56 $\frac{1}{2}$	1.6075
General warehouse help	1.46	1.48 $\frac{1}{2}$	1.51	1.54	1.56 $\frac{1}{2}$	1.59

Part-time and temporary workers shall be paid at the lowest rate in the respective job classifications (not eligible for length of service increases).

#391 - RALEIGH, NORTH CAROLINA

	E F F E C T I V E		
	7-14-57	7-13-58	7-12-59
Receiving and shipping clerks -----	\$1.80	\$1.90	\$2.00
Checkers -----	1.55	1.65	1.75
Selectors -----	1.35	1.45	1.55
Lift truck operators -----	1.30	1.40	1.50
General labor and trans-tractor oprs. -----	1.20	1.30	1.40
Egg candlers and female help -----	1.25	1.35	1.45
Maintenance mechanics -----	1.95	2.05	2.15
Banana cutters, scalers, and packers -----	1.40	1.50	1.60

July 14, 1957; July 13, 1958; July 12, 1959: all employees covered by this agreement shall be guaranteed a wage increase of 7 $\frac{1}{2}$ ¢ per straight time hour except employees who are given a wage increase of at least 7 $\frac{1}{2}$ ¢ per hour on these dates by reason of the establishment of the higher minimum rates above.

New employees: 10¢ under rate first 90 days. Freezer workers: 7 $\frac{1}{2}$ ¢ pr hr more.

#404 - SPRINGFIELD, MASSACHUSETTS

	E F F E C T I V E:		7-1-57
	Under 6 mos	6 mo to 2 yrs	Over 2 yrs.
Male Employees:			
Working foremen -----	\$2.23	\$2.28	\$2.33
Receivers; checkers; inspectors; shippers -----	2.13	2.18	2.23
Hi-lift tractor operator -----	2.0	2.13	2.18
Selectors and meat breakdown men -----	2.03	2.08	2.13
General warehouse help -----	1.98	2.03	2.08
Female employees: -----	1.51 $\frac{1}{2}$	1.54	1.56 $\frac{1}{2}$

Part-time workers shall be paid at the lowest rate in the respective job classification (not eligible for length of service increases).

Wage rates are to be increased and become effective as specified below:

	March 1, 1958	March 1, 1959
Males -----	15¢	15¢
Females -----	10¢	10¢

WAGE RATES: EASTERN CONFERENCE (continued)

#505 - HUNTINGTON, WEST VIRGINIA

MALES:	E F F E C T I V E		
	9-21-57	9-21-58	9-21-59
General warehouse; repackers; selectors ----	\$2.15	\$2.25	\$2.33
Head banana man; fork truck operator -----	2.25	2.35	2.43
Receiving and shipping checkers -----	2.30	2.40	2.48
New Employees: Starting wage -----	1.85	1.95	2.03
After 3 months -----	1.95	2.05	2.13
After 1 year -----	2.15	2.25	2.33

#558 - BUFFALO, NEW YORK

5-15-57

Group 1: Unloaders; pilers; porters; watchmen; general warehouse ----	\$2.13		
Group 2: Selectors; elevator opr; assembler; banana men; meat handlers -----	2.23		
Group 3: Receiving and shipping checkers; inspectors; head banana man; coffee roasters -----	2.33		
Empties operating: Starting -----	1.93		
After 6 months -----	1.98		
After 12 months -----	2.03		
Warehouse: Starting -----	2.03	-- Female: \$1.50	
After 6 months -----	2.08		1.57½
After 12 months -----	2.13		xx

#559 - HARTFORD, CONNECTICUT

E F F E C T I V E

(Employees with over 2 yrs full-time service) 11-3-57 11-3-58

Male Employees:

Working Foreman -----	\$2.4925	\$2.6425
Receivers; loading checkers; supply dept. head -----	2.3925	2.5425
Tally men; high lift tractor oprs. -----	2.3425	2.4925
Selectors -----	2.2925	2.4425
Baling Machine Operators -----	2.2625	2.5125
General Warehouse help -----	2.2125	2.3625
Maintenance mechanics -----	2.3425	2.4925
Maintenance mechanic helper -----	2.2425	2.3925

Female Employees:

Floor commodity checkers; supply & laundry selectors; coffee maker -----	1.7075	1.8075
General Warehouse help -----	1.6575	1.7575

Part-time workers shall be paid at the lowest rate in the General Warehouse classifications (not eligible for length of service increases).

WAGE RATES: EASTERN CONFERENCE (continued)

#570 - BALTIMORE, MARYLAND

	E F F E C T I V E	
	3-31-57	3-30-58
Receiving and shipping clerks -----	\$2.21	\$2.335
Checkers -----	2.185	2.31
Warehousemen -----	2.01	2.135
Selectors; fork lift operators -----	2.06	2.185
Coffee operators -----	2.14	2.265
Green coffee handlers -----	2.09	2.215
Female -----	1.715	1.765
Shipping assistant: Male -----	2.01	2.135
Female -----	1.73	1.78

Inexperienced employees shall receive 10% less than the above rates for the first 3 months; 7½% less for the next 3 months; 5% less for the next 3 months; 2½% less for the next 3 months; thereafter the scale.

#635 - PITTSBURGH, PENNSYLVANIA

10-1-57

MALES:

Group 1: Repack room; car unloaders; pilers; porters; salvage men; handy men --	\$2.76
Group 2: Selectors; assemblers; elevator operators; rebag men; repack men -	2.81
Group 3: Floor checkers; loading checkers -----	3.03½
Group 4: Receivers; maintenance men; supply room men; floor captains -----	3.11

Employees with 5 years or more of service shall receive an additional 10¢ per hour.

#697 - WHEELING, WEST VIRGINIA

1-21-57

Male employees: Minimum wage scale -----	\$2.39½
After 6 months -----	2.44½

#789 - FAIRMONT, WEST VIRGINIA

10-1-57

Group 1: Warehousemen -----	\$2.61
Group 2: Selectors; reconditioning; produce repack; head packers supply man; egg room man; produce inventory --	2.66
Group 3: Floor checkers; receiving checkers; fork lift oprs; inspectors; banana man helper; maintenance helper; section leader -----	2.88½
Group 4: Receiver; maintenance man; head banana man; loading checkers -----	2.96
Female: New help -----	1.68
General -----	2.00½
Egg candlers; cigarette girl -----	2.09
Floor lady -----	2.14

Employees with 5 year or more of service receive an additional 10¢ per hr.

WAGE RATES: EASTERN CONFERENCE (continued)

#829 - BOSTON, MASSACHUSETTS	E F F E C T I V E
Males:	4-1-57
Working foremen -----	\$2.26
Qualified Journeymen Meat Cutters -----	2.1575
Receivers; checkers; high-lift tractor operators -----	2.1475
Selectors; breakdown men; car unloaders --	2.0975
General Warehouse help -----	2.0475
Females:	
Working Forelady -----	1.5625
General warehouse help -----	1.4320

It is agreed that all wage rates are to be renegotiated April 1, 1958.

#852 - NEW YORK CITY *	E F F E C T I V E
Males:	6-15-57 6-15-58
Mechanic Group "A" -----	\$2.785 \$2.86
Mechanic Group "B" -----	2.585 2.66
Meat Receiving checker-inspector -----	2.685 2.76
Truck or freight car receiving clerks ----	2.535 2.61
Other checkers and hilo operators -----	2.485 2.56
Meat Cutters -----	2.435 2.51
Selectors; scalers; elevator operators ---	2.385 2.46
Produce general warehousemen-selectors ---	2.335 2.41
Meat general warehousemen -----	2.335 2.41
General warehousemen -----	2.285 2.36
Porters & coopers -----	1.935 2.01
Electric saw operators (except Biro saw) -	2.56 2.635
Egg Candler and Packers: Start -----	1.575 1.65
Aft. 3 months -	1.71 1.785
Aft. 6 months -	1.785 1.86
Aft. 9 months -	1.86 1.935
Assistant foreladies	1.96 2.035

#863 - NEWARK, NEW JERSEY *	E F F E C T I V E
	9-15-57 9-14-58
Electric saw operators -----	\$2.56 \$2.635
Receiving checkers -----	2.535 2.61
Selectors; elevator operators -----	2.385 2.46
Fork truck oprs; shipping checkers -----	2.485 2.56
Gen'l warehouse (after 4 weeks) -----	2.285 2.36
Meat - gen'l whse (after 4 weeks) -----	2.335 2.41
Meat cutters -----	2.435 2.51
Porters and new help -----	1.935 2.01
Egg candlers; packers; prepackagers: Start	1.55 1.625
After 3 months	1.71 1.785
" 6 "	1.785 1.86
" 9 "	1.86 1.935

\*852 & 863: Cooler premium: 10¢ per hour



WAGE RATES: SOUTHERN CONFERENCE

#79 - TAMPA, FLORIDA

	E F F E C T I V E	
	5-19-57	5-18-58
Receiving & Shipping clerks -----	\$1.55	\$1.65
Checkers -----	1.475	1.575
Selectors -----	1.375	1.475
General warehouse labor -----	1.325	1.425

On May 18, 1958 all employees covered by this agreement shall be guaranteed a wage increase of 7½¢ per straight time hour except employees who are given wage increases of at least 7½¢ per hour on these dates by reason of the establishment of the higher minimum wage rates above.

New employee's rate shall be 15¢ per hour less than the above for first 30 days.

#270 - NEW ORLEANS, LOUISIANA

	E F F E C T I V E	
	7-19-57	
Receiving and shipping clerks -----	\$1.62	
Fork lift operators -----	1.62	
Order fillers -----	1.52	
General warehouse labor (porters, pilers, unloaders, repack help, bananas packers, loaders, cigarette stampers) -----	1.47	

#327 - NASHVILLE, TENNESSEE

	E F F E C T I V E		
	2-2-58	8-3-58	11-2-58
Male employees:			
Receiving inspectors -----	\$1.83	\$1.87	\$1.91
All other male employees -----	1.73	1.77	1.81
Inexperienced male help employed at \$1.38 (after 30 days to classified rate)			

#512 - JACKSONVILLE, FLORIDA

	E F F E C T I V E	
	2-24-57	2-23-58
Receiving & shipping clerks -----	\$1.70	\$1.80
Checkers -----	1.60	1.70
Selectors -----	1.50	1.60
General warehouse labor -----	1.40	1.50
Banana cutters & scalers -----	1.45	1.55
Coffee roasters & machine operators -----	1.75	1.85
Coffee dumpers & packers -----	1.55	1.65
Truck driver -----	1.75	1.85
Elevator operator -----	1.45	1.55

February 23, 1958 - all employees covered by this agreement shall be guaranteed a wage increase of 7½¢ per straight time hour except employees who are given a wage increase of at least 7½¢ per hour on these dates by reason of the establishment of the higher minimum wage rates above.

New employee's rate shall be 15¢ per hour less than the above for the first 30 days.

WAGE RATES: SOUTHERN CONFERENCE (continued)

#745 - DALLAS, TEXAS

	E F F E C T I V E	
	6-2-57	6-1-58
Reg.tow motor & fork lift & order fillers ---	\$1.72	\$1.77
Checker-tow motor forklift drivers -----	1.72	1.77
Warehousemen: 1st 6 months -----	1.48	1.55
2nd 6 months -----	1.53	1.60
After 12 months -----	1.58	1.65
Baggers-Packers and Stampers: 1st 6 months -	1.31	1.38
2nd 6 months -----	1.36	1.43
After 12 months -----	1.48	1.55

#968 - HOUSTON, TEXAS

	E F F E C T I V E		
	9-14-57	3-14-58	9-14-58
Maintenance -----	\$2.21	\$2.31	\$2.42
Shipping and receiving -----	1.78	1.87	1.96
Order fillers and checkers -----	1.54	1.62	1.70
Warehousemen, janitors, loaders, unloaders & egg candlers -----	1.42	1.50	1.57

Lead men when required by employer shall be paid 10¢ per hour above the rate of the group classification in which they lead.

10¢ per hour over their classified rate shall be paid for work performed in freezer.

There may be a forty-five day trial period for all new employees. Ten cents (10¢) per hour below the rate may be paid to male employees, and five cents (5¢) an hour below the rate may be paid to female employees.

WAGE RATES: WESTERN CONFERENCE AREA

	E F F E C T I V E	
	9-1-57	
<u>#595 - LOS ANGELES, CALIFORNIA</u>		
Class I: Working foreman -----	\$2.6075	
Class II: Stacker machine operators -----	2.5075	
Sub-foremen; dept. heads; floor superintendents; shipping clerks; rec. clerks; checkers; jack men; train men -----	2.4325	
Class III: Warehouse labor; pilers; stackers; loaders; unloaders; order men & cleanup men with over 3 mos. of service -----	2.3825	
Inexperienced: 1st 30 days ----	2.2075	
Next 30 days ----	2.2575	
Next 30 days ----	2.3075	
Class IV: Women employees over 3 mos exp. -	2.1325	

SICK LEAVE BENEFITS

The company's standard Sick Leave Policy is as follows:

Length of Service	Minimum Benefits Each Year if Needed	
	# wks at FULL PAY	# wks at HALF PAY
Six months to one year	1 week	2 weeks
One year to two years	2 weeks	3 weeks
Two years to five years	3 weeks	5 weeks
Five years to ten years	5 weeks	7 weeks
Over ten years	7 weeks	9 weeks

At Buffalo, Pittsburgh and Los Angeles the plan is modified so that employees become eligible after three months of service.

Local 294, Albany: Members receive a sick benefit of \$45 per week for a maximum of 26 weeks beginning with the 8th day of illness or the first day of an accident.

Local 169, Philadelphia: Same as above except weekly sick benefit is \$35.

Local 544, Minneapolis: Members receive \$25 per week for 13 weeks beginning the day of an accident and the 8th day of illness.

Local 377, Youngstown: Members receive \$30 per week for 13 weeks beginning the day of an accident and the 8th day of illness, and in addition their sick schedule is as follows:

Length of Service	Minimum Benefits Each Year if Needed	
	AT FULL PAY	AT HALF PAY
Three to twelve months	2 days	2 weeks
One Year	2 days + one week	3 weeks
Two Years	2 days + two weeks	5 weeks
Five Years	2 days + four weeks	7 weeks
Ten Years	2 days + six weeks	9 weeks

NOTE: No sick payments for the first three days of any illness.

THE GREAT A & P TEA COMPANY

HEALTH AND WELFARE

NATIONAL WAREHOUSE DIVISION

LOCAL & CITY	MEMBERS				DEPENDENTS			
	HOSPITAL		Incidental		HOSPITAL		Incidental	
	Daily Rate	# of Days	Hospital Expense	Surgical Expense	Daily Rate	# of Days	Hospital Expense	Surgical Expense
CENTRAL CONFERENCE								
20 - Toledo	\$10	31	\$200	\$300	\$8	31	\$160	\$300
89 - Louisville	6	70	120	150	8	31	160	200
105 - Cincinnati	10	31	200	300	8	31	160	300
135 - Indianapolis	6	70	120	150	5	70	100	150
197 - Cleveland	6	70	120	150	5	70	100	150
200 - Milwaukee	10	31	200	300	8	31	160	300
215 - Evansville	10	31	200	300	8	31	160	300
332 - Flint	10	31	200	300	8	31	160	200
337 - Detroit	12	31	240	300	8	31	160	200
377 - Youngstown	10	31	200	300	9	31	180	250
406 - Grand Rapids	6	70	120	150	8	31	160	200
413 - Columbus	10	31	200	300	5	70	100	150
544 - Minneapolis	6	70	120	150	8	31	160	200
627 - Peoria	6	70	120	150	5	70	100	150
729 - E.St.Louis	6	70	120	150	5	70	100	150
955 - Kansas City	6	70	120	150	5	70	100	150
SOUTHERN CONFERENCE								
270 - New Orleans	6	70	120	150	5	70	100	150
327 - Nashville	10	31	200	300	8	31	160	300
512 - Jacksonville	6	70	120	150	5	70	100	150
745 - Dallas	6	70	120	150	5	70	100	150
968 - Houston *	10	31	200	300	8	31	160	300

\* Effective 3/1/58

January, 1958



THE GREAT A & P TEA COMPANY

HEALTH AND WELFARE

NATIONAL WAREHOUSE DIVISION

DEPENDENTS

MEMBERS

LOCAL & CITY	MEMBERS				DEPENDENTS			
	HOSPITAL		Incidental		HOSPITAL		Incidental	
	Daily Rate	# of Days	Hospital Expense	Maternity Hospital Expense	Daily Rate	# of Days	Hospital Expense	Maternity Hospital Expense
EASTERN CONFERENCE								
71 - Charlotte	\$ 6	70	\$120	\$ 84	\$ 5	70	\$100	\$ 70
110 - Altoona			BLUE CROSS & BLUE SHIELD				BLUE CROSS & BLUE SHIELD	
169 - Philadelphia	10	31	200	?	10	31	200	80
229 - Scranton	6	70	120	84	12	70	150	70
251 - Providence	12	?	240	?	14	?	150	?
294 - Albany	14	31	120	126	14	31	150	126
317 - Syracuse	6	70	120	84	14	70	150	70
322 - Richmond	6	70	120	?	5	70	150	?
340 - Portland	14	?	280	84	5	?	200	?
404 - Springfield	14	70	280	84	14	70	280	70
505 - Huntington	6	70	120	?	14	?	150	70
558 - Buffalo	14	?	280	?	14	?	150	?
559 - Hartford	6	?	280	84	5	?	200	70
570 - Baltimore			120	84	14	?	150	?
635 - Pittsburgh			120	?	5	?	100	?
789 - Fairmont	6	70	280	84	14	70	100	?
829 - Boston	10	?	200	?	5	?	280	70
852 - New York (*)	5	?	150	?	14	?	150	?
863 - Newark	6	70	120	84	5	70	100	200
WESTERN CONFERENCE								
595 - Los Angeles	10	70	310	300	10	31	310	300
								100

(\*) Plus GHI for which company pays \$1.40 weekly

January, 1958